



# N P R S T

**Navy Personnel Research, Studies, and Technology**  
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**NPRST-TN-11-3**

**February 2011**

## **Navy-wide Personnel Survey (NPS) 2007-2008: Tabulated Results**

**Kimberly P. Whittam, Ph.D.**

**Approved for public release; distribution is unlimited.**





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## **Navy-wide Personnel Survey (NPS) 2007-2008: Tabulated Results**

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## Foreword

The Navy-wide Personnel Survey (NPS) is a major product of the Navy Personnel Survey System (NPSS). Administered regularly by the Navy Personnel Research, Studies, and Technology (NPRST) Division of the Bureau of Naval Personnel (BUPERS), the NPS focuses on such topics as: Sailor demographics, leadership satisfaction, organizational commitment, performance evaluations, morale, detailing, assignments, job characteristics, job satisfaction, career development, availability of resources, gender integration, and overall satisfaction with Navy life. This information provides valuable metrics to senior leadership and program managers that assist in the evaluation of Navy quality of service, and current Navy personnel policies and programs.

The 2007–2008 NPS was conducted under the sponsorship of the Chief of Naval Personnel (N1) within the Navy Personnel Survey System (NPSS) funding line. Project management was provided by the Strategic Plans and Analysis Department (N14) of BUPERS. Data collection began September 10, 2007 and concluded January 28, 2008. A brief of results was provided to the Chief of Naval Personnel in August 2008 and Chief of Naval Operations in September 2008.

This report contains statistical tables of survey responses from officers and enlisted Sailors by paygroup, majority-minority status, and gender. Any questions regarding this report should be directed to the NPS Project Director, Dr. Kimberly Whittam, [kimberly.whittam@navy.mil](mailto:kimberly.whittam@navy.mil), (901) 874-2321 or DSN 882-2321.

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Director



## Summary

Since 1990 the Navy-wide Personnel Survey (NPS) has provided Navy leadership with scientific survey metrics on topics such as: Sailor demographics, leadership satisfaction, organizational commitment, performance evaluations, morale, detailing, assignments, job characteristics, job satisfaction, career development, availability of resources, gender integration, and overall satisfaction with Navy life. The 2007-2008 NPS was conducted between September 10, 2007 and January 28, 2008. The NPS was administered to a random sample of 17,048 active-duty officers and enlisted Sailors via the Internet. Overall, the unweighted response rate of the survey was 26 percent; the weighted response rate was 34 percent. Results were statistically weighted to allow for generalization of the results to the entire Navy population.



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# Introduction

The Navy-wide Personnel Survey (NPS) provides a systematic method of collecting scientifically-based metrics on the attitudes and opinions of Sailors throughout the Fleet. The NPS focuses on assessing issues related to Quality of Work Life (e.g., job satisfaction, morale, organizational commitment, career intentions, career development, etc.). The metrics collected enable Navy leadership to set priorities and target policy initiatives to the needs and concerns of Sailors. Ultimately, this survey provides information that will assist the Navy leadership in recruiting, training, developing, and retaining the best, brightest, and highest-quality Sailors.

## Background and Purpose

In 1989 the Chief of Naval Personnel instituted the Navy Personnel Survey System (NPSS) as a means of collecting and organizing information regarding the needs, attitudes, and opinions of Sailors. The Navy-wide Personnel Survey (NPS) began in 1990 as the first survey product of the NPSS and was designed to measure the attitudes and opinions of Sailors regarding a variety of issues important to Navy leadership. The NPS is administered to a representative cross-section of the Navy and creates a data-based “portrait” of Sailors through the collection and analysis of survey data and demographic information. The NPS also provides a vehicle for Navy leadership to assess major policies, programs, and current issues affecting Sailors’ satisfaction with the Navy. In 2000, the NPS was reengineered to focus more specifically on the most relevant long-term indicators for Navy leadership on such topics as job satisfaction, leadership, morale, career intentions, and detailing (i.e., distribution of Navy personnel) and less-so on “hot-button” issues of the moment.

While changes have been made throughout the history of the NPS, a number of core items in key areas (e.g., job satisfaction, career intentions, etc.) have remained so that long-term trends can be assessed. The 2007–2008 NPS continues the work of previous administrations of the NPS in assessing these core issues affecting the Navy’s active-duty force. Overall, the NPS addresses major areas of Sailor life, including Sailor demographics, leadership satisfaction, organizational commitment, performance evaluations, morale, detailing, assignments, job characteristics, job satisfaction, communication, Navy image, fairness, and future/job security career development, availability of resources, gender integration, and overall satisfaction with the Navy.

## Methods

### Approach to Sampling and Weighting

The 2007–2008 NPS was administered on the Internet to a stratified random sample of 17,048 active duty officers and enlisted Sailors starting September 10, 2007 (for a copy of the survey and other contact materials see Appendix A). Completed questionnaires were accepted through January 28, 2008.

The sample for the survey was drawn during August 2007 from a sampling frame ( $n = 302,082$ ). This sampling frame represents individuals in the Navy, in stable locations, who were accessible for data collection. The sampling represented approximately 5 percent of the total enlisted population and 9 percent of the total officer population (see Appendix B, Table B-1). Sailors with a paygrade of E-1 were excluded from the sample due to the fact that this designation is typically only used when Sailors are in their basic training at the Naval Recruit Training Center Great Lakes. Their lack of experience and the difficulty in reaching adequate numbers of Sailors at this level were the justification for this exclusion. This exclusion is typical of other large-scale Navy-wide personnel surveys.

Initial notification letters were mailed to sample members on September 10, 2007. The first reminder letter was mailed to the entire sample in late October 2007, followed by a second reminder letter in late November 2007. A final reminder letter was sent at the start of January 2008. A total of 3,481 useable surveys were returned, resulting in an unweighted response rate of 26 percent (see Appendix B). Because the sampling plan oversamples junior enlisted Sailors due to their historically low response rate, the unweighted response rate is negatively influenced by their low response rate. To better estimate the response rate that would have been achieved if all Navy Sailors were invited to participate (i.e., the survey was a census), a weighted response rate was calculated. The weighted response rate for the 2008 NPS was 34 percent. All response rates were calculated using the American Association for Public Opinion Research (AAPOR) standard formulas.<sup>1</sup>

Sailors were sampled randomly in proportion to the size of their group within the population for each level of paygrade (E-2 to E-3, E-4 to E-6, E-7 to E-9, W-2 to W-4, O-1 to O-3, and O-4 to O-7), gender (male, female), and Minority status (Majority, Minority; see Appendix B, Table B-2). As with the 2005 NPS, the sample was drawn taking into account previous response rates, desired margin of error, and shared characteristics across the sample subgroups to arrive at an optimized sample using the Sample Planning Tool.<sup>2</sup>

To ensure that the survey results accurately reflect the opinions of Sailors throughout the Navy, the data were weighted to be reflective of the large Navy population. Weighting is commonly used in civilian, government, and military survey

<sup>1</sup> The American Association for Public Opinion Research (2000). *Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys*. Lenexa, KS: AAPOR.

<sup>2</sup> Kavee, J. D. & Mason, R. E. (2001). *Status of the Armed Services Surveys Sample Planning Tool*. Arlington, VA: Defense Manpower Data Center.

research as a means of increasing the accuracy of estimates of target population attitudes and opinions by adjusting the overall proportions to match known population characteristics. Some categories with smaller populations are over-represented in the sample, while others are under-represented.

The characteristics used in weighting included paygrade group, race/ethnic status (majority/minority), and gender. This combination of variables created a total of 24 strata (see Appendix B, Table B-1). Weights were calculated by dividing the total number of units within the strata of the population frame by the number of valid returned surveys within the same strata. For example, if 32,526 individuals exist in the sampling frame for the strata consisting of E-2 to E-3, male, majority Sailors and 377 valid surveys are returned for that strata, the weight is equal to 32,526/377 or 86.276. The weights were entered into the survey data file and applied to all analyses using the WEIGHT function in SPSS version 11.5.

## How to Read Statistical Tables

The information contained in each statistical table is described in Figure 1. The key provided below provides further clarification:

1. Title of table (survey question by demographic group)
2. Survey question
3. Category of question response options
4. Demographic group by which responses are reported
5. Percentage of column respondents selecting question option
6. Percentage of total respondents selecting that question option

**IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK? \* PAYGRP**  
Crosstabulation

% within PAYGRP

		E-2 to E-3	E-4 to E-6	E-7 to E-9	Total
IN THE PAST 12 MONTHS, HOW MANY HOURS DID YOU WORK IN A TYPICAL WEEK?	40 hours or less	11.5%	10.3%	10.8%	10.6%
	41-50 hours	34.0%	35.8%	33.7%	35.2%
	51-60 hours	22.9%	27.3%	30.3%	26.7%
	61-70 hours	14.7%	11.8%	12.6%	12.6%
	71-80 hours	6.9%	7.3%	7.2%	7.2%
	81 or more hours	10.0%	7.5%	5.3%	7.8%
Total		100.0%	100.0%	100.0%	100.0%

**Figure 1. Statistical table for Question 66A “In the past 12 months, how many hours did you work in a typical week?” according to enlisted paygroup.**

## **Organization of Report**

The sequence of statistical tables in this report corresponds to the sequence of questions in the 2008 NPS. Results for officers and enlisted Sailors are presented in the CD that accompanies this report. Questions were broken out by paygrade, race, and gender.

Appendix A contains copies of the 2007–2008 NPS survey notification letters, reminder letters, and survey questions.

Appendix B contains a description of the sampling and weighting procedures used in the survey.

Appendix C contains instructions on the procedures used to access the report and statistical tables found on the 2007–2008 NPS CD.

**Appendix A:**  
**2007–2008 Navy-wide Personnel Survey and Notification**  
**Materials**

## 2007-2008 NAVY-WIDE PERSONNEL SURVEY QUESTIONS

### YOUR NAVY JOB

**1. In the past 12 months, how many hours did you work in a typical week at your Navy job?**

- 40 hours or less
- 41-50 hours
- 51-60 hours
- 61-70 hours
- 71-80 hours
- 81 or more hours

**2. How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
My command has adequately qualified personnel to successfully execute our mission	<input type="checkbox"/>				
My command has adequate tools to successfully execute our mission	<input type="checkbox"/>				
My command has adequate spare parts and/or supplies to successfully execute our mission	<input type="checkbox"/>				
My command has adequate Navy support services (e.g., MWR, PSD, Housing) to successfully execute our mission	<input type="checkbox"/>				

**3. How would you rate the overall morale of your present (or most recent) command?**

- Very high
- High
- Medium
- Low
- Very low

**4. What kind of an effect have the following aspects of Navy life had on morale at your present (or most recent) command?**

	<i>Strong Positive Effect</i>	<i>Positive effect</i>	<i>No effect</i>	<i>Negative effect</i>	<i>Strong negative effect</i>
a. Advancement/promotion opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Performance evaluation system (e.g., FITREPs and EVALs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Supply of spare parts/supplies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Quality of Navy training programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Quality of education programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Co-workers/shipmates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Command leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Pace of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Workload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Unit/workgroup Manning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Pay/bonuses/other compensation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Amount of time off (e.g., leave, liberty, other)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Navy support services (e.g., MWR, PSD, Housing, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. TEMPO (e.g., time away from home for deployment, TAD, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Performance of the crew, work team, or ship on exercises	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**5. Considering everything, how satisfied are you with your Navy job?**

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

**6. How much do you AGREE or DISAGREE with the following statements about gender integration?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
Leadership in my organization is supportive of gender integration	<input type="checkbox"/>				
Women have the ability to successfully carry out the duties of their combatant roles	<input type="checkbox"/>				
Women are being successfully integrated into combatant ships and aviation squadrons	<input type="checkbox"/>				

**7. Please rate how SATISFIED or DISSATISFIED you are with the following aspects of your workplace climate?**

	<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither</i>	<i>Dissatisfied</i>	<i>Strongly Dissatisfied</i>
Amount of freedom I am given to do my job	<input type="checkbox"/>				
Amount of responsibility I have in my job	<input type="checkbox"/>				
Amount of challenge in my job	<input type="checkbox"/>				
Opportunity for personal growth and development on the job	<input type="checkbox"/>				
Feeling of accomplishment I get from doing my job	<input type="checkbox"/>				
Job security	<input type="checkbox"/>				
Physical working conditions of my work site	<input type="checkbox"/>				
Availability of parts and supplies to get the job done	<input type="checkbox"/>				
Flexibility of my command in dealing with family/personal issues	<input type="checkbox"/>				

## TECHNOLOGY

**8. Do you personally have access to the Internet at your Navy job (i.e., you can personally send/receive email, view information on the World Wide Web, or do other related activities on the Internet)?**

- Yes, I have access at my own computer workstation
- Yes, I have access at a computer workstation I share with others at my command
- No *Skip to Question 11*
- Don't know *Skip to Question 11*

**9. How accessible is the World Wide Web (WWW)?**

- Constant - the WWW is always or nearly always available to me
- Intermittent - the WWW is sometimes available, but not always "up"
- Rarely - the WWW is almost never or rarely available to use

**10. How often are you able to access the WWW?**

- At any time I want - I work at or have easy access to a computer connected to the WWW
- Sometimes - I don't have immediate access, but I can get access if needed
- Rarely - I don't work at or have easy access to a computer connected to the WWW

**11. Have you ever viewed/used Navy Knowledge Online (NKO)?**

- Yes
- No *Skip to Question 14*

**12. If you have viewed/used NKO, how often do you use NKO?**

- Have only accessed it once or twice
- Only when required to perform a mandated training course on Navy e-Learning
- About once a month
- About once a week
- Several times a week
- Daily

**13. How easy is it to find information you are looking for on NKO?**

- Very easy
- Easy
- Neither easy nor difficult
- Difficult
- Very difficult

**14. If you don't use NKO regularly, what is the primary reason? (THIS QUESTION ONLY ANSWERED BY THOSE WHO SELECTED OPTIONS 1 OR 2 FOR QUESTION 12 or "NO" for Question 11.)**

- I don't have access to a computer
- I have a computer but don't have access to the Internet
- Quality of content
- Organization of content
- Not enough time
- Access is too slow/not responsive
- Other: \_\_\_\_\_

**15. Have you ever viewed/used BUPERS Online (BOL) <https://www.bol.navy.mil>?**

- Yes
- No *Skip to Question 17*

**16. If you have viewed/used BOL, how often do you use BOL?**

- Have only accessed it once or twice
- Only use when I can't find information elsewhere or only when absolutely necessary
- Once a week
- Several times a week
- Daily

**17. If you don't use BOL regularly, what is the primary reason? (THIS QUESTION ONLY ANSWERED BY THOSE WHO SELECTED OPTIONS 1 OR 2 FOR QUESTION 16 or "NO" for Question 15)**

- I don't have access to a computer
- I have a computer but don't have access to the Internet
- Quality of content
- Organization of content
- Not enough time
- Access is too slow/not responsive
- Other: \_\_\_\_\_

**18. How easy is it to find information you are looking for on BOL?**

- Very easy
- Easy
- Neither easy nor difficult
- Difficult
- Very difficult
- N/A. I have never viewed/used BOL

**19. How often do you access the applications listed below on BOL or by other means?**

	<i>Daily</i>	<i>3-4 times a week</i>	<i>1-2 times a week</i>	<i>Less than once a week</i>	<i>Less than once a month</i>	<i>Never</i>
Physical Readiness Information Management System (PRIMS)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CMS/Interactive Detailing/JCMS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Navy e-Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Electronic Training Jacket	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SMART	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Navy College	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**20. Have you ever viewed/used the Navy Personnel Command website ([www.npc.navy.mil](http://www.npc.navy.mil))**

- Yes
- No *Skip to Question 22*

**21. The information on the NPC website helps me manage my career.**

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

**22. Which website do you use most frequently to find out information about Navy personnel and detailing issues? (SELECT ONE)**

- [www.npc.navy.mil](http://www.npc.navy.mil)
- [www.nko.navy.mil](http://www.nko.navy.mil)
- Other: \_\_\_\_\_
- Not applicable, I do not use websites to find out information about Navy personnel and detailing issues.

**23. Which website do you use most frequently to find out information about Training and Education issues, or Online Courses? (SELECT ONE)**

- [www.npc.navy.mil](http://www.npc.navy.mil)
- [www.nko.navy.mil](http://www.nko.navy.mil)
- Other: \_\_\_\_\_

**24. Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction.**

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

**25. The Navy provides enough information on the web for me to make informed career decisions.**

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

**26. To what extent do you prefer to receive information about the Navy through the following sources?**

	<i>Not at all extent</i>	<i>Small extent</i>	<i>Moderate extent</i>	<i>Large extent</i>	<i>Very large extent</i>
Navy news stand (Navy.mil)					
POD notes					
Your Chief					
CMC					
CO/XO					
MCPON email					
Peers & shipmates					
Base newspaper					
Command					
Career					
Counselor					
All Hands					
Magazine					
Navy Times					
Ombudsman					
Fleet & Family					
Support Center					
All hands call with a flag					
officer					
Daily News					
update					

**27. Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career”**

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

**28. How often do you access the applications listed below on NKO or by other means?**

	Daily	3-4 times a week	1-2 times a week	Less than once a week	Less than once a month	Never
Five-Vector Model (5VM)	<input type="checkbox"/>					
CMS/Interactive Detailing/JCMS	<input type="checkbox"/>					
Navy e-Learning	<input type="checkbox"/>					
Electronic Training Jacket	<input type="checkbox"/>					
SMART	<input type="checkbox"/>					
Navy College	<input type="checkbox"/>					

**CURRENT ASSIGNMENT**

**29. I am currently assigned to:**

- Sea Duty
- Shore Duty
- Don't Know

**30. What type of duty or billet is your current assignment?**

- CONUS Shore Duty (Type 1)
- CONUS Homeported Deployable Sea Duty (Type 2)
- OCONUS Shore Duty (counts as sea duty for rotational purposes) (Type 3)
- OCONUS Homeported Deployable Sea Duty (Type 4)
- OCONUS "Preferred" Shore Duty (Type 6)
- Other duty (i.e., Duty Under Instruction, special duty, etc.)
- Don't know

**31. Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)?**

- Yes
- No

**32. What is the geographical location of your current assignment? *If you are currently on deployment, where is your command homeported?***

- Alaska or Hawaii
- Caribbean
- CONUS - East Coast
- CONUS - West Coast
- CONUS - Other (e.g., Millington, Great Lakes, etc.)
- Europe (including the Mediterranean)
  - Far East
  - Middle East (including the African continent)
  - South or Central America
  - Other: \_\_\_\_\_

**33. What is your community?**

- Surface
- Aviation
- Submarine
- Medical
- Other (e.g., Supply, Marine/expeditionary support, etc)

**TEMPO**

**34. How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station?**

**Include such things as deployments, work-ups, training, TAD, and other work-related activities that have taken you away from your homeport.**

- None
- 1-49 days
- 50-99 days
- 100-149 days
- 150-199 days
- 200-249 days
- 250-299 days
- 300 or more days

**35. How much do you AGREE or DISAGREE with the following statements regarding TEMPO?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport)	<input type="checkbox"/>				
I am satisfied with the amount of time I have spent on shore duty	<input type="checkbox"/>				
I am satisfied with the amount of time I have spent on sea duty	<input type="checkbox"/>				

**36. What kind of effect has the time you've spent away from your permanent duty station during the past year—for TAD, deployment, training, or other work-related activities—had on your overall satisfaction with Navy life?**

- Does not apply, I have not been away from my permanent duty station during the past year
- Strong positive effect
- Positive effect
- Neither positive nor negative effect
- Negative effect
- Strong negative effect

**37. How much do you AGREE or DISAGREE with the following statements about the impact of Naval service on your personal life?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
My Navy career gets in the way of my ability to have or maintain a personal life	<input type="checkbox"/>				
My Navy career causes a significant amount of separation from my family or other important people in my personal life	<input type="checkbox"/>				
I have difficulty juggling the demands of my personal life and my Navy career	<input type="checkbox"/>				

**LEADERSHIP/HIP**

**38. Is your immediate supervisor:**

- Navy
- Other Military
- Civilian

**39. How much do you AGREE or DISAGREE with the following statements about your IMMEDIATE WORK SUPERVISOR?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
My immediate supervisor has adequate training/expertise to do his/her job	<input type="checkbox"/>				
My immediate supervisor deals well with subordinates	<input type="checkbox"/>				
My immediate supervisor deals well with superiors in the chain of command	<input type="checkbox"/>				
My immediate supervisor provides adequate support and guidance	<input type="checkbox"/>				
My immediate supervisor is responsive to Sailor needs and concerns	<input type="checkbox"/>				
Overall, I am satisfied with my immediate supervisor	<input type="checkbox"/>				

**40. How much do you AGREE or DISAGREE with the following statements about your overall COMMAND LEADERSHIP (CO, XO, OIC, CMC/COB)?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
My command leadership has adequate training/expertise to do their job	<input type="checkbox"/>				
My command leadership deals well with subordinates	<input type="checkbox"/>				
My command leadership deals well with superiors in the chain of command	<input type="checkbox"/>				
My command leadership provides adequate support and guidance	<input type="checkbox"/>				
My command leadership is responsive to Sailor needs and concerns	<input type="checkbox"/>				
Overall, I am satisfied with my command leadership	<input type="checkbox"/>				
My command officer leadership is trained to effectively help me develop and meet my career goals	<input type="checkbox"/>				
My command enlisted leadership is trained to effectively help me develop and meet my career goals	<input type="checkbox"/>				

**41. Have you attended a Navy Leadership Training Continuum Course in the past two years**

- Yes
- No *Skip to Question 43*

**42. The most recent Leadership Training Continuum course I attended:**

- Was of great value in helping me become a better leader/manager/supervisor
- Was of some value in helping me become a better leader/manager/supervisor
- Was of little/no value in helping me become a better leader/manager/supervisor

**NAVY TONE**

**Navy Leadership is interested in your feelings about “tone”. Tone is an overall measure of how Sailor’s feel about the Navy. Tone includes what they feel, say and hear about their job, career, quality of life, and whether the Navy is moving in the right direction.**

**43. How much do you AGREE or DISAGREE with the following statements about COMMUNICATION?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
The Navy clearly communicates its personnel goals and strategies for the future.	<input type="checkbox"/>				
Navy senior leadership keeps Sailors informed about changes that will affect their careers	<input type="checkbox"/>				
Leadership at this command communicates a positive attitude about the Navy.	<input type="checkbox"/>				
My command leadership informs me of Navy policies that may affect my career.	<input type="checkbox"/>				
In the last six months, someone in my Chain of Command has talked to me about new career initiatives that may affect me.	<input type="checkbox"/>				
In the past 6 months, I’ve heard rumors about new policies, which make me worry about my career.	<input type="checkbox"/>				

**44. How much do you AGREE or DISAGREE with the following statements about YOUR NAVY JOB?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I feel positive about my future Navy career.	<input type="checkbox"/>				
The Navy is doing all it can to protect my job security.	<input type="checkbox"/>				
My future in the Navy appears secure as long as I do a good job.	<input type="checkbox"/>				
I would be willing to change my rate/designator, if it was the only way I could stay in the Navy.	<input type="checkbox"/>				
I am concerned that some of my fellow Sailors may soon lose their jobs.	<input type="checkbox"/>				
I am concerned that future policy changes will hurt my job.	<input type="checkbox"/>				

**45. How much do you AGREE or DISAGREE with the following statements about FAIRNESS?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
The Navy's personnel policies seem fair to me.	<input type="checkbox"/>				
The Navy's policies are retaining the best quality Sailors in the Fleet.	<input type="checkbox"/>				
I trust the Navy to look out for my best interests.	<input type="checkbox"/>				
I am confident that policies that affect the size of the Navy will be administered fairly and consistently.	<input type="checkbox"/>				

**46. How much do you AGREE or DISAGREE with the following statements about NAVY IMAGE?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
If asked today, I would encourage others to join the Navy.	<input type="checkbox"/>				
I talk about the Navy to my friends as a good organization.	<input type="checkbox"/>				
I would recommend the Navy as a good place to work.	<input type="checkbox"/>				
I would consider wearing civilian clothing with Navy/Squadron/Ship logos.	<input type="checkbox"/>				
Information I hear about the Navy from non-Navy sources is usually positive.	<input type="checkbox"/>				
Comments I hear about the Navy from my fellow Sailors are usually positive.	<input type="checkbox"/>				
The Navy of tomorrow will be better than the Navy of today.	<input type="checkbox"/>				

**Tone is an overall measure of how Sailors feel about the Navy. Tone includes what they feel, say, and hear about their job, career, quality of life, and whether the Navy is moving in the right direction.**

**47. Please rate Navy tone and your current command's tone.**

	<i>Very High</i>	<i>High</i>	<i>Medium</i>	<i>Low</i>	<i>Very Low</i>
Using the definition above, how would you rate Navy tone?	<input type="checkbox"/>				
How would you rate your current command's tone?	<input type="checkbox"/>				

## CAREER

**48. What is your current paygrade?**

- |                              |                              |                                       |
|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-1/O-1E     |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-2/O-2E     |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-3/O-3E     |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-5 |                              | <input type="checkbox"/> O-5          |
| <input type="checkbox"/> E-6 |                              | <input type="checkbox"/> O-6          |
| <input type="checkbox"/> E-7 |                              | <input type="checkbox"/> O-7 or above |
| <input type="checkbox"/> E-8 |                              |                                       |
| <input type="checkbox"/> E-9 |                              |                                       |

**49. How long have you been on active duty in the Navy?**

Years      Months

**50. Are you in your first enlistment, initial obligation, or first term of service in the Navy?**

- Yes  
 No

**51. How do each of the following factors impact your likelihood to stay or leave the Navy?**

	<i>More likely to stay</i>	<i>Likely to stay</i>	<i>Neither</i>	<i>Likely to leave</i>	<i>More likely to leave</i>
Access to Navy training programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to college or graduate education programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Location of next duty assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Type of next duty assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enjoyment of your Navy job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your advancement/promotion potential	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Current civilian job opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manpower needs of the Navy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General public's attitudes toward the military	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Military pay (e.g., basic pay, allowances, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Special pays (e.g., flight, submarine, medical, sea, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SRB or continuation bonus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Military healthcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Military family support services (e.g., Family Service Center, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Military housing access and quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Military recreation and activity facilities (e.g., MWR, gyms, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your family's needs (educational or health needs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**52. Will you be making a formal decision about continuing your Navy career (i.e., reenlistment or continuation) within the next 12 months?**

- Yes
- No

**53. How do each of the following people impact your likelihood to stay or leave the Navy?**

	<i>More likely to stay</i>	<i>Likely to stay</i>	<i>Neither</i>	<i>Likely to leave</i>	<i>More likely to leave</i>
Your spouse (or significant other)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your parents or other relatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your civilian friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your military peers (i.e., friends, co-workers, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your immediate supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your command leadership (CO, XO, OIC, CMC/COB)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public perception (e.g., positive or negative media stories)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**CAREER DEVELOPMENT**

**54. How much do you AGREE or DISAGREE with the following statements regarding your current career plans?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I plan to serve out my current term of service or obligation	<input type="checkbox"/>				
I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point	<input type="checkbox"/>				
I plan to stay in the Navy for a full career (20 or more years) if possible	<input type="checkbox"/>				

**55. Are you aware of career opportunities in the Navy Reserve?**

- Yes
- No
- Not sure

**56. Are you eligible to join the Navy Reserve?**

- Yes
- No
- Don't know

**57. Where or from whom did you receive the information regarding the Navy Reserve?  
(Please select ALL that apply.)**

- Not Applicable, I have not received information about the Navy Reserve
- My Commanding Officer
- My Chain of Command
- My Navy Career Counselor
- During the TAP Brief/CARIT team member
- Fleet Concentration Area Recruiter (FCAR)
- The TPU
- Navy Reserve Program Recruiter
- Stay Navy or NPC Channels or npc.navy.mil web sites
- Web Sites other than Stay Navy/NPC Channels/npc.navy.mil web sites
- From Print Media (Navy Times, Navy Reserve Information pamphlets, etc.)
- From television
- From radio
- From a Reservist
- From friends
- Other: \_\_\_\_\_

**58. If you decided to leave active duty, would you consider affiliating with the Navy Reserve?**

- Yes
- No
- I don't know enough about the Navy Reserve to answer this question.

**59. How much do you AGREE or DISAGREE with the following statements about your feelings toward the Navy?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
The Navy has a great deal of personal meaning for me	<input type="checkbox"/>				
I feel like I'm 'part of the family' in the Navy	<input type="checkbox"/>				
I feel 'emotionally attached' to the Navy	<input type="checkbox"/>				
I do not think that I could easily become as attached to another organization as I am to the Navy	<input type="checkbox"/>				
I feel a strong sense of belonging in the Navy	<input type="checkbox"/>				

**60. How much do you AGREE or DISAGREE with the following statements regarding advancement/promotion?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I have a clear understanding of the present Navy advancement/promotion system	<input type="checkbox"/>				
I am satisfied with the present Navy advancement/promotion system	<input type="checkbox"/>				
I believe the most qualified and deserving Sailors get advanced/promoted	<input type="checkbox"/>				
I expect to be advanced/promoted within my current term of service, commitment, or obligated service	<input type="checkbox"/>				

**61. How much do you AGREE or DISAGREE with the following statements regarding Performance Evaluations (EVAL) and Fitness Reports (FITREP)?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I have a clear understanding of the present EVAL/FITREP system	<input type="checkbox"/>				
My last EVAL/FITREP was fair/accurate	<input type="checkbox"/>				
My last EVAL/FITREP was conducted in a timely manner	<input type="checkbox"/>				
I was able to submit my own input at my last EVAL/FITREP	<input type="checkbox"/>				
My last advancement/promotion recommendation was fair/accurate	<input type="checkbox"/>				
I am satisfied with the present Navy EVAL/FITREP system	<input type="checkbox"/>				
The most qualified and deserving Sailors score the highest on their EVALs/FITREPs	<input type="checkbox"/>				
The Navy has trained me to effectively perform mid-term counseling	<input type="checkbox"/>				
The Navy has trained me to effectively write evaluations/fitness reports	<input type="checkbox"/>				
In the past year (12 months), I have had difficulty performing mid-term counseling	<input type="checkbox"/>				
In the past year (12 months), I have had difficulty writing evaluations/fitness reports	<input type="checkbox"/>				

**62. How much do you AGREE or DISAGREE with the following statements regarding recognition?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I feel that I have been adequately recognized for my accomplishments on my EVALs/FITREPs	<input type="checkbox"/>				
I feel that I have been adequately recognized for my accomplishments with appropriate awards	<input type="checkbox"/>				

**63. How much do you AGREE or DISAGREE with the following statements regarding career development?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I have a clearly defined career path for my designator, rating, or community	<input type="checkbox"/>				
I have made sufficient progress in my advancement for my designator, rating, or community	<input type="checkbox"/>				
I have been given adequate counseling/guidance on my career development by my immediate supervisor	<input type="checkbox"/>				
I have been given adequate counseling/guidance on my career development by my division, department or command career counselor	<input type="checkbox"/>				

**64. Which of the following would you most prefer be actively involved in helping manage your Navy career**

- My Department or Division leadership
- My Command Career Counselor or Detailer
- I prefer to manage my Navy career by myself and do not need command involvement
- None of the above; I am not interested in a career in the Navy

## **DETAILING**

**65. How much do you AGREE or DISAGREE with the following statements regarding detailing?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
Overall, I am satisfied with the detailing process	<input type="checkbox"/>				
I have a clear understanding of the detailing process(i.e., the way in which detailers fill requirements)	<input type="checkbox"/>				
My detailer responds in a timely manner to my questions and concerns	<input type="checkbox"/>				
My detailer is an advocate for my needs and desires	<input type="checkbox"/>				
My detailer is receptive to resolving conflicts between my desires and the needs of the Navy	<input type="checkbox"/>				
I am satisfied with my detailer	<input type="checkbox"/>				
Since reporting to my current duty station, I have been satisfied with the assignment I was given	<input type="checkbox"/>				

**66. During the last time you negotiated orders with your detailer, did you receive the orders of your choice?**

- Does not apply, I have not yet negotiated orders
- Does not apply, I did not contact my detailer to negotiate my last set of orders
- Yes
- No

**67. During the last time you negotiated orders with your detailer, how many choices of assignments were you given?**

- Does not apply, I have not yet negotiated orders
- Does not apply, I did not contact my detailer to negotiate my last set of orders
- 1
- 2
- 3
- 4
- 5 or more

**68. When making your last Permanent Change of Station (PCS) move did you experience any of the following financial losses due to? (Mark ALL that apply)**

- Does not apply, I did not experience any financial loss during last PCS
- Does not apply, I have not experienced a PCS move
- Loss in value of a home or property that you own
- Loss in spouse income
- Loss in spouse retirement benefits
- Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agreement
- Loss due to additional cost for full commercial insurance coverage of household goods
- Loss due to stolen goods
- Loss due to damaged goods during move

**Culture of Fitness**

**69. Has your leadership provided you with time to support the Navy's "culture of fitness?"**

- Yes
- No
- Don't know/Not applicable

**IA Assignments**

**70. Please indicate how much you Agree or Disagree with the following statements about IA assignments.**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I feel an IA assignment is beneficial to my career.	<input type="checkbox"/>				
I would recommend an IA assignment to my friends.	<input type="checkbox"/>				
I have considered signing up for an IA assignment.	<input type="checkbox"/>				
I have already volunteered for an IA assignment.	<input type="checkbox"/>				
I am concerned that I will be placed in an IA assignment.	<input type="checkbox"/>				
The IA selection process is fair for individuals.	<input type="checkbox"/>				
Being selected for an IA assignment would negatively influence my decision to stay in the Navy.	<input type="checkbox"/>				
Overall, I think the IA program is good for the Navy	<input type="checkbox"/>				

## **Education/Assignments**

**71. If you are interested in pursuing graduate education, why are you interested? (Mark ALL that apply.)**

- NA – not interested in graduate education at this time
- Personal reasons – personal development, personal interest
- Increase chances for promotion
- Job/career track requires graduate education
- Improve civilian job opportunities after leaving the Navy
- Other: \_\_\_\_\_

**72. Which of the following areas of education do you think would benefit your current assignment? (Mark ALL that apply.)**

- Engineering
- Science or Math
- Management
- Communication skills
- Critical thinking
- Other: \_\_\_\_\_

**73. I am well-prepared for my current assignment**

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

**74. Which of the following best prepared you for your current assignment?**

- Prior tours
- Navy training
- College education
- Graduate education
- Other: \_\_\_\_\_

**75. Which of the following areas of education do you think would benefit your future assignments? (Mark All that apply.)**

- Engineering
- Science or Math
- Management
- Communication skills
- Critical thinking
- Other: \_\_\_\_\_

## **PERSONAL**

**76. What is your Social Security Number? (Optional) This will allow us to conduct follow-up research on the relationship between the attitudes/opinions expressed on this survey and subsequent work-related data such as career decisions. Please be assured that your confidentiality will be maintained.**

\_\_\_\_\_

**77. What is your gender?**

- Male
- Female

**The answers for the following questions are based on standard DoD race and ethnicity categories.**

**78. Are you of Spanish, Hispanic, or Latino origin?**

- Yes
- No

**79. What is your racial background? (Mark ALL that apply)**

- American Indian or Alaska Native
- Asian (e.g. Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, etc.)
- Black or African-American
- Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, Chamorro, etc.)
- White

**80. What is your religious preference?**

- Buddhist
- Catholic
- Hindu
- Jewish
- Mormon (Latter-day Saints)
- Muslim
- Orthodox Christian (Greek, Russian, etc.)
- Protestant Christian (Baptist, Presbyterian, Lutheran, non-denominational, etc.)
- Other religion not listed
- No religious preference

**81. What is highest level of education you have completed?**

- Less than high school completion/no diploma
- Alternate degree/GED/homestudy/adult-school certification
- High school diploma/graduate
- Some college, no degree
- Associate's degree or other 2-year degree (A.A., A.S., etc.)
- Bachelor's degree (B.A., B.S., etc.)
- Master's degree (M.A., M.S., M.B.A., etc.)
- Doctoral degree ( Ph.D., D.Ph., M.D., etc.)
- Professional degree ( J.D., etc.)

**82. What is your current marital status?**

- Single, never married
- Married for the first time
- Remarried (was divorced or widowed)
- Legally separated (or filing for divorce)
- Divorced
- Widowed

**83. Has your marital status changed in the last 12 months? (Mark ALL that apply)**

- No
- Yes, became married
- Yes, became legally separated from spouse
- Yes, began divorce proceedings
- Yes, became divorced
- Yes, became widowed

**84. Are there children under the age of 21 living in your household?**

- Yes
- No

**FINANCIAL STATUS**

The following questions ask about your financial status. The results will be presented in a manner that ensures that you cannot be identified.

**85. How much do you AGREE or DISAGREE with the following statements regarding your financial situation?**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
I am able to pay my bills and meet my financial obligations with the pay I receive	<input type="checkbox"/>				
I am compensated fairly, considering all of the pay, incentives and benefits I receive in the Navy	<input type="checkbox"/>				

**86. Have you or your spouse used any of the following financial services in the past 12 months? (Mark all that apply)**

- Payday lender
- Rent to buy
- Automobile title pawn
- Tax refund application loan

**87. Do you participate in the Thrift Savings Plan (TSP)?**

- Yes
- No
- Don't know, I have not heard about TSP

#### **NAVY LIFE**

**88. Considering everything, how satisfied are you with Navy life?**

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

#### **FEEDBACK**

**89. Thank you for your participation in this survey. If you have comments or concerns that you were not able to express while answering this survey, please use the space below to tell us about them. (NOTE: 1,000 character limit).**

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## 2007–2008 NPS: NOTIFICATION LETTER

\_\_\_\_ May 2007

Name  
Command  
Street/Address  
City/State/Zip

Dear \_\_\_\_\_,

You are part of a very important team in the defense of our country. I hope you will help me ensure that we continue to have the best, most capable Navy in the world. We must be flexible and innovative to get people with the right skills to the right place at the right time. To do this, we must provide you with the professional and personal tools you need to do your job and succeed in every possible way.

To make sure we are on track, I ask for your help in getting some feedback. You are one of the people who have been randomly selected to participate in the 2007 Navy-wide Personnel Survey. Your participation is voluntary, but I hope you'll take this opportunity to make a difference. Your responses will represent not only your needs and concerns, but those of all other Sailors in the Navy. You can be assured that your responses will be confidential.

We have shortened this survey compared to past years so we could focus on the things that matter the most – your job, your life in the Navy, your plans and goals, and your thoughts on Navy leadership and what we can do to support you better.

This survey is being conducted on the Internet. If you have problems accessing it, please ask your chain of command for help. Using Internet Explorer, please go to <http://nps.nprst.navy.mil/> and take the survey. It should take about 20-30 minutes. Your USERID for the survey is:

### **USERID:**

I know there are many demands on your time, but I think you will agree with me that your voice should be heard. The 2007 Navy-wide Personnel Survey is being conducted by the Navy Personnel Research, Studies and Technology Department (NPRST), in Millington, TN. If you have any questions about this survey, my point of contact is Dr. Kimberly Whittam, at (901) 874-2321, or [Kimberly.Whittam@navy.mil](mailto:Kimberly.Whittam@navy.mil).

Thank you for taking the time to provide the valuable information needed to continue to improve your Navy..

Sincerely,

John C. Harvey, Jr.  
Vice Admiral, U.S. Navy  
Chief of Naval Personnel

## **2007–2008 NPS: FIRST REMINDER**

DATE

<Rank> <First> <Last>  
<Command>  
<Street> Address>  
<City> <State> <Zip>

Dear <Rank> <Last>,

Recently, you were sent a letter signed by VADM Harvey, Chief of Naval Personnel, inviting you to participate in the *2007 Navy-wide Personnel Survey (NPS)*. This survey is your opportunity to help Navy leadership by providing them with information about key job-related issues such as detailing, advancement and promotion, and job satisfaction. The survey is the core of the Navy's survey strategy and your answers do make a difference.

**If you have already completed the survey, we thank you for your participation. There is no need to respond to this letter or to take the survey again.**

**However, if you have not yet completed the survey, we encourage you to do so now.**

If you would like to complete the *2007 NPS*, please go to <http://www.nprst.navy.mil/surveys/nps>  
Your User Name for this survey is:

**User Name:**

Participation in the survey is voluntary, however, it is encouraged that you take part in the survey to ensure an accurate portrayal of Navy work life. *Your responses will help our leaders make positive changes today and shape the Navy of the future.* Your responses will be kept confidential.

If you have any questions, please feel free to contact the project director, Dr. Kimberly Whittam, e-mail [kimberly.whittam@navy.mil](mailto:kimberly.whittam@navy.mil); DSN: 882-2321 or 901 (874-2321). Thank you again for your time and effort.

Sincerely,

PAUL ROSENFELD, Ph.D.



Institute Leader, Navy Personnel, Research Studies,  
and Technology (BUPERS-14)

## 2007–2008 NPS: FINAL REMINDER

<DATE>

<Rank> <First> <Last>  
<Command>  
<Street> Address>  
<City> <State> <Zip>

Dear <Rank> <Last>,

We need your help. The 2007 Navy-wide Personnel Survey (NPS), sponsored by VADM Harvey, Chief of Naval Personnel will close soon and we want to encourage those who have not yet participated to do so. Navy leadership depends on the data you provide to help them understand many important issues such as job satisfaction, career intentions, morale, and quality of work life.

**If you have already completed the survey, we thank you for your participation. There is no need to respond to this letter or to take the survey again.**

**If you started but did not complete the survey, please go back and complete the rest of the survey.**

**If you have not yet completed the survey, please help us and complete the survey now.**

If you would like to complete the *2007 NPS*, please go to <http://www.nprst.navy.mil/surveys/nps> Your User Name for this survey is:

**User Name:**

Participation in the survey is voluntary, however, we encourage you to complete the survey to ensure we obtain an accurate portrayal of Navy work life. *Your responses will help our leaders make positive changes today and shape the Navy of the future.* Your responses will be kept confidential.

If you have any questions, please feel free to contact the project director, Dr. Kimberly Whittam, e-mail [kimberly.whittam@navy.mil](mailto:kimberly.whittam@navy.mil); DSN: 882-2321 or 901 (874-2321). Thank you again for your time and effort.

Sincerely,

PAUL ROSENFELD, Ph.D.



Institute Leader, Navy Personnel, Research Studies, and Technology (BUPERS-14)



## **Appendix B: Sampling and Weighting**



**Table B-1**  
**Population values used to draw the sample**

Strata	Paygrade Group	Gender	Race	Population Frame	Sample Selected	Surveys Returned	Simple Return Rate	Base Weight	Non-Response Weight	Combined Weight
1	E-2 to E-3	Male	Majority	28,593	5,212	225	4.3%	5.486	23.164	127.080
2	E-2 to E-3	Male	Minority	18,925	2,257	144	6.4%	8.385	15.674	131.424
3	E-2 to E-3	Female	Majority	5,318	682	40	5.9%	7.798	17.050	132.950
4	E-2 to E-3	Female	Minority	4,923	716	46	6.4%	6.876	15.565	107.022
5	E-4 to E-6	Male	Majority	91,245	944	309	32.7%	96.658	3.055	295.291
6	E-4 to E-6	Male	Minority	49,740	776	254	32.7%	64.098	3.055	195.827
7	E-4 to E-6	Female	Majority	11,860	445	103	23.1%	26.652	4.320	115.146
8	E-4 to E-6	Female	Minority	11,420	457	125	27.4%	24.989	3.656	91.360
9	E-7 to E-9	Male	Majority	21,282	927	340	36.7%	22.958	2.726	62.594
10	E-7 to E-9	Male	Minority	9,038	375	199	53.1%	24.101	1.884	45.417
11	E-7 to E-9	Female	Majority	1,296	65	37	56.9%	19.938	1.757	35.027
12	E-7 to E-9	Female	Minority	956	47	22	46.8%	20.340	2.136	43.455
13	W-2 to W-4	Male	Majority	971	695	324	46.6%	1.397	2.145	2.997
14	W-2 to W-4	Male	Minority	377	211	133	63.0%	1.787	1.586	2.835
15	W-2 to W-4	Female	Majority	36	36	11	30.6%	1.0	3.273	3.273
16	W-2 to W-4	Female	Minority	30	30	11	36.7%	1.0	2.727	2.727
17	O-1 to O-3	Male	Majority	17,211	1,294	397	30.7%	13.301	3.259	43.353
18	O-1 to O-3	Male	Minority	3,569	233	94	40.3%	15.318	2.479	37.968
19	O-1 to O-3	Female	Majority	3,086	293	76	25.9%	10.532	3.855	40.605
20	O-1 to O-3	Female	Minority	1,083	82	18	22.0%	13.207	4.556	60.167
21	O-4 to O-7	Male	Majority	16,097	997	434	43.5%	16.145	2.297	37.090
22	O-4 to O-7	Male	Minority	2,361	95	74	77.9%	24.853	1.284	31.905
23	O-4 to O-7	Female	Majority	2,091	142	47	33.1%	14.725	3.021	44.489
24	O-4 to O-7	Female	Minority	574	37	18	48.6%	15.514	2.056	31.889

**Table B-2**  
**Final Disposition Categories: Unweighted Counts**

Final disposition category	Unweighted Frequency Counts
Ineligible on master files	0
Ineligibility (Self- or other-reported)	0
Ineligibility (Defined by change in sampling criteria) <i>Assumption is 5% of sample population will become ineligible due to change in criteria (i.e., promotions)</i>	852
Usable surveys (Fully Completed Survey)	3481
Usable surveys (Partially Completed Survey)	0
Requested removal from survey mailings (Non-respondents/ Refusals)	0
Not located (Return to sender)	2168
Not located (Inadequate address to be mailed)	979
Did not return a survey (Non-respondents)	9565
Did not return a survey (Respondent deceased)	0
Skipped key questions	3
Returned Blank	0
	<b>17048</b>

**Table B-3**  
**Survey outcome rates: Unweighted**

	Observed Rates
Response Rate ( <i>Formula #4, RR4</i> )	26%
Cooperation Rate ( <i>Formula #4, COOP4</i> )	27%
Refusal Rate ( <i>Formula #2, REF2</i> )	70%
Contact Rate ( <i>Formula #2, CON2</i> )	95%

**Table B-4**  
**Final disposition categories: Weighted counts**

<b>Final disposition category</b>	<b>Weighted Frequency Counts</b>
Ineligible on master files	0
Ineligibility (Self- or other-reported)	0
Ineligibility (Defined by change in sampling criteria) <i>Assumption is 5% of sample population will become ineligible due to change in criteria (i.e., promotions)</i>	15104.1
Usable surveys (Fully Completed Survey)	87162.2
Usable surveys (Partially Completed Survey)	0
Requested removal from survey mailings (Non-respondents/ Refusals)	0
Not located (Return to sender)	39059.4
Not located (Inadequate address to be mailed)	21875.1
Did not return a survey (Non-respondents)	138825.6
Did not return a survey (Respondent deceased)	0
Skipped key questions	56.1
Returned Blank	0
	<b>302082.6</b>

**Table B-5**  
**Survey outcome rates: Weighted**

	<b>Observed Rates</b>
Response Rate ( <i>Formula #4, RR4</i> )	34%
Cooperation Rate ( <i>Formula #4, COOP4</i> )	39%
Refusal Rate ( <i>Formula #2, REF2</i> )	54%
Contact Rate ( <i>Formula #2, CON2</i> )	88%



**Appendix C**  
**Instructions for Using the 2007–2008 NPS CD**



# Instructions for Using the 2007-2008 NPS CD

The following provides instructions on how to use the electronic version of this report.

## What Format Are the 2007–2008 NPS Results In?

The 2007–2008 NPS results are provided on an enclosed CD or in Appendices D and E as a series of crosstabs, based on demographic information. As in previous years, the 2007–2008 NPS results are presented in Adobe Acrobat “.pdf” format. A copy of the Adobe Acrobat Reader for Windows is included on the CD with the report. For more information on this type of electronic document format, or to download updates to the Adobe Acrobat Reader, visit Adobe’s World Wide Web site by typing the following address in your Internet browser: <http://www.adobe.com/>.

## How Do I View the 2007–2008 NPS Results?

Once Acrobat Reader has been installed onto your computer, you may access the report files either directly from the CD or by copying them to your computer's hard disk. If you chose to copy the file to your computer, we recommend that you create a new directory in Windows called “2007–2008 NPS” (or whatever you wish) and copy the contents of the CD to this directory. Having the files on your hard disk will ensure faster access to information and printing.

To view the documents, simply open Acrobat Reader by either double clicking on the Acrobat Reader icon, or by using the run command in the Windows Program Manager. The files can then be opened by using the “Open” command under the “File” menu. For additional instructions or help on how to view, navigate, and print documents, view the on-line help under the “Help” menu of the Acrobat Reader program.

The entire printed report is available for viewing on the 2007–2008 NPS CD. To view the report, locate the folder entitled reports and double-click to open. The file contains complete electronic copies of the report and statistical tables for officers and enlisted personnel.

## How Do I View a Specific Analysis?

There are basically three ways to view the analysis from these enclosed reports. All approaches work equally well; however, you may find that a particular approach is better suited to the manner in which you like to view the information.

- **Arrow Keys.** You can use the arrow keys found on the icon menu at the top of your screen to navigate your way through the documents. The right arrow key is used to move forward, while the left arrow key is used to back-up in the document.

- **Bookmarks.** This is probably the easiest way to navigate through the documents. To use the bookmarks function, go to the “View” menu and select the “Bookmarks and Page” function; this will make a contents list appear at the left of your viewing space. To navigate, simply scroll down the contents list and click on the title of the analysis you wish to view. Once you have clicked on your chosen analysis, the program will jump to the page containing the analysis you selected.
- **Find Function.** You can also use the “Find” function, which is found under the “Tools” menu. When this function is selected, a pop-up menu will appear which asks what you wish to search for. Type in the name or question number you wish to view and press the “OK” button. Acrobat Reader will take you to the next analysis with that title.

### **What If I Have Problems or Need Additional Information?**

If you have any problems with installing or running the software, please check the on-line help and/or documentation provided with the report first. If you still have questions or need additional information, please feel free to contact the project director:

Dr. Kimberly Whittam, *Project Director*  
E-mail: [kimberly.whittam@navy.mil](mailto:kimberly.whittam@navy.mil)  
Telephone: (901) 874-2321 or DSN 882-2321

**Appendix D:  
2008 NPS Enlisted Output**



q1 -

### YOUR NAVY JOB

In the past 12 months, how many hours did you work in a typical week at your Navy job? \*  
paygrp Crosstabulation

% within paygrp

	q1 -	paygrp			Total
		E2-E3	E4-E6	E7-E9	
YOUR NAVY JOB	40 hours or less	11.9%	12.3%	6.8%	11.5%
	41-50 hours	33.5%	32.0%	34.3%	32.7%
	51-60 hours	25.1%	20.7%	30.1%	22.9%
	61-70 hours	13.2%	15.7%	15.1%	15.1%
	71-80 hours	7.6%	7.0%	8.0%	7.2%
	81 or more hours	8.7%	12.2%	5.6%	10.5%
In the past 12 months, how many hours did you work in a typical week at your Navy job?		100.0%	100.0%	100.0%	100.0%
Total		100.0%	100.0%	100.0%	100.0%

q1 -

### YOUR NAVY JOB

In the past 12 months, how many hours did you work in a typical week at your Navy  
job? \* racegrp Crosstabulation

% within racegrp

	q1 -	racegrp		Total
		majority	minority	
YOUR NAVY JOB	40 hours or less	12.0%	10.6%	11.5%
	41-50 hours	30.1%	37.0%	32.7%
	51-60 hours	24.5%	20.3%	22.9%
	61-70 hours	15.9%	13.7%	15.1%
	71-80 hours	7.6%	6.7%	7.2%
	In the past 12 months,...			

q1 -

#### YOUR NAVY JOB

In the past 12 months, how many hours did you work in a typical week at your Navy job? \* racegrp Crosstabulation

% within racegrp

	racegrp		Total
	majority	minority	
q1 - 81 or more hours ...	9.9%	11.7%	10.5%
Total	100.0%	100.0%	100.0%

q1 -

#### YOUR NAVY JOB

In the past 12 months, how many hours did you work in a typical week at your Navy job?  
\* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q1 -	40 hours or less	10.9%	14.9%	11.5%
	41-50 hours	30.9%	43.7%	32.7%
YOUR NAVY JOB	51-60 hours	23.6%	18.9%	22.9%
	61-70 hours	15.8%	11.0%	15.1%
	71-80 hours	7.8%	4.0%	7.2%
In the past 12 months, how many hours did you work in a typical week at your Navy job?	81 or more hours	11.0%	7.5%	10.5%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission	Agree	71.5%	63.4%	71.3%	66.3%
	Neither agree nor disagree	11.4%	10.9%	6.7%	10.5%
	Disagree	16.4%	25.0%	21.7%	22.6%
	Don't know	.7%	.7%	.2%	.6%
Total		100.0%	100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission	Agree	63.6%	70.8%	66.3%
	Neither agree nor disagree	10.4%	10.7%	10.5%
	Disagree	25.5%	17.7%	22.6%
	Don't know	.5%	.8%	.6%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission	Agree	66.5%	64.6%	66.3%
	Neither agree nor disagree	10.5%	10.2%	10.5%
	Disagree	22.3%	24.4%	22.6%
	Don't know	.6%	.7%	.6%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission	Agree	65.0%	64.4%	71.3%	65.4%
	Neither agree nor disagree	14.7%	13.2%	10.1%	13.1%
	Disagree	19.9%	21.9%	18.5%	21.0%
	Don't know	.4%	.5%	.1%	.4%
Total		100.0%	100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission	Agree	63.5%	68.6%	65.4%
	Neither agree nor disagree	13.0%	13.3%	13.1%
	Disagree	23.1%	17.6%	21.0%
	Don't know	.4%	.5%	.4%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission	Agree	65.5%	65.2%	65.4%
	Neither agree nor disagree	13.0%	13.8%	13.1%
	Disagree	21.2%	20.1%	21.0%
	Don't know	.3%	.9%	.4%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission	Agree	51.0%	44.8%	53.0%	47.3%
	Neither agree nor disagree	18.1%	20.1%	19.5%	19.6%
	Disagree	28.7%	32.8%	26.4%	31.1%
	Don't know	2.2%	2.2%	1.1%	2.1%
Total		100.0%	100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission	Agree	44.7%	51.6%	47.3%
	Neither agree nor disagree	18.6%	21.2%	19.6%
	Disagree	34.4%	25.4%	31.1%
	Don't know	2.2%	1.8%	2.1%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission	Agree	46.5%	51.8%	47.3%
	Neither agree nor disagree	19.8%	18.5%	19.6%
	Disagree	31.9%	26.2%	31.1%
	Don't know	1.8%	3.5%	2.1%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g, MWR, PSD, Housing) to successfully execute our mission \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g, MWR, PSD, Housing) to successfully execute our mission	Agree	72.8%	69.2%	74.8%	70.8%
	Neither agree nor disagree	12.8%	15.8%	9.0%	14.2%
	Disagree	13.3%	14.6%	15.9%	14.4%
	Don't know	1.1%	.4%	.3%	.6%
Total		100.0%	100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g, MWR, PSD, Housing) to successfully execute our mission \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g, MWR, PSD, Housing) to successfully execute our mission	Agree	69.9%	72.1%	70.8%
	Neither agree nor disagree	13.7%	15.1%	14.2%
	Disagree	15.8%	12.2%	14.4%
	Don't know	.6%	.6%	.6%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g, MWR, PSD, Housing) to successfully execute our mission \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (...)	Agree	71.1%	68.6%	70.8%
	Neither agree nor disagree	14.0%	15.6%	14.2%
	Disagree	14.4%	14.8%	14.4%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g., MWR, PSD, Housing) to successfully execute our mission \***  
**q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q2 - How much do you AGREE or DISAGREE ...	.5%	1.0%	.6%
Total	100.0%	100.0%	100.0%

**q3 -**

### **YOUR NAVY JOB (Continued)**

**How would you rate the overall morale of your present (or most recent) command?  
\* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q3 -	High	27.3%	24.8%	47.5%	28.3%
YOUR NAVY JOB (Continued)	Medium	35.5%	40.1%	38.1%	38.8%
	Low	37.2%	35.2%	14.4%	33.0%
How would you rate the overall morale of your present (or most recent) command?					
Total		100.0%	100.0%	100.0%	100.0%

q3 -

**YOUR NAVY JOB (Continued)**

**How would you rate the overall morale of your present (or most recent) command?**  
\* racegrp Crosstabulation

% within racegrp

		racegrp		Total
		majority	minority	
q3 -	High	27.5%	29.5%	28.3%
YOUR NAVY JOB (Continued)	Medium	35.4%	44.4%	38.8%
	Low	37.1%	26.0%	33.0%
How would you rate the overall morale of your present (or most recent) command?		100.0%	100.0%	100.0%
Total		100.0%	100.0%	100.0%

q3 -

**YOUR NAVY JOB (Continued)**

**How would you rate the overall morale of your present (or most recent) command?**  
\* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q3 -	High	28.1%	29.1%	28.3%
YOUR NAVY JOB (Continued)	Medium	39.2%	36.4%	38.8%
...				

q3 -

### YOUR NAVY JOB (Continued)

**How would you rate the overall morale of your present (or most recent) command?**  
 \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q3 - Low	32.7%	34.5%	33.0%
...			
Total	100.0%	100.0%	100.0%

### q4\_r1 - Advancement/promotion opportunities \* paygrp Crosstabulation

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q4_r1 - Advancement/promotion opportunities	Positive effect	48.9%	54.5%	66.7%	54.8%
	No effect	27.5%	22.0%	14.2%	22.3%
	Negative effect	20.0%	22.6%	18.2%	21.5%
	Don't know	3.6%	.9%	.8%	1.5%
Total		100.0%	100.0%	100.0%	100.0%

### q4\_r1 - Advancement/promotion opportunities \* racegrp Crosstabulation

% within racegrp

		racegrp		Total
		majority	minority	
q4_r1 - Advancement/promotion opportunities	Positive effect	52.9%	58.0%	54.8%
	No effect	23.2%	20.7%	22.3%
	Negative effect	22.3%	20.1%	21.5%
	Don't know	1.6%	1.3%	1.5%
Total		100.0%	100.0%	100.0%

### q4\_r1 - Advancement/promotion opportunities \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r1 - Advancement/promotion opportunities	Positive effect	55.6%	50.0%	54.8%
	No effect	21.8%	25.3%	22.3%
	Negative effect	21.8%	19.6%	21.5%

**q4\_r1 - Advancement/promotion opportunities \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r1 - ...	.9%	5.1%	1.5%
Total	100.0%	100.0%	100.0%

**q4\_r2 - Performance evaluation system (e.g., FITREPs and EVALs) \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q4_r2 - Performance evaluation system (e.g., FITREPs and EVALs)	Positive effect	52.0%	46.9%	59.9%
	No effect	26.3%	24.8%	18.5%
	Negative effect	17.0%	25.7%	20.3%
	Don't know	4.7%	2.6%	1.4%
Total	100.0%	100.0%	100.0%	100.0%

**q4\_r2 - Performance evaluation system (e.g., FITREPs and EVALs) \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r2 - Performance evaluation system (e.g., FITREPs and EVALs)	Positive effect	46.6%	55.0%
	No effect	25.9%	21.8%
	Negative effect	24.8%	20.1%
	Don't know	2.8%	3.1%
Total	100.0%	100.0%	100.0%

**q4\_r2 - Performance evaluation system (e.g., FITREPs and EVALs) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r2 - Performance evaluation system (e.g., FITREPs and EVALs)	Positive effect	49.8%	49.2%
	No effect	24.7%	22.2%
	Negative effect	23.0%	23.0%
	Don't know	2.5%	5.6%
Total	100.0%	100.0%	100.0%

**q4\_r3 - Supply of spare parts/supplies \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q4_r3 - Supply of spare parts/supplies	Positive effect	32.0%	28.0%	31.5%	29.4%
	No effect	39.4%	39.3%	34.8%	38.8%
	Negative effect	22.4%	27.8%	29.0%	26.7%
	Don't know	6.1%	4.9%	4.6%	5.2%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r3 - Supply of spare parts/supplies \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r3 - Supply of spare parts/supplies	Positive effect	24.4%	37.7%	29.4%
	No effect	41.5%	34.1%	38.8%
	Negative effect	29.2%	22.5%	26.7%
	Don't know	4.9%	5.7%	5.2%
Total		100.0%	100.0%	100.0%

**q4\_r3 - Supply of spare parts/supplies \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r3 - Supply of spare parts/supplies	Positive effect	29.3%	29.7%	29.4%
	No effect	39.1%	36.7%	38.8%
	Negative effect	27.1%	24.4%	26.7%
	Don't know	4.5%	9.1%	5.2%
Total		100.0%	100.0%	100.0%

**q4\_r4 - Quality of Navy training programs \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q4_r4 - Quality of Navy training programs	Positive effect	51.0%	46.2%	58.9%	48.9%
	No effect	28.5%	32.1%	24.6%	30.3%
	Negative effect	17.7%	20.1%	15.3%	18.9%
	Don't know	2.9%	1.7%	1.2%	1.9%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r4 - Quality of Navy training programs \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r4 - Quality of Navy training programs	Positive effect	43.3%	58.4% 48.9%
	No effect	34.3%	23.5% 30.3%
	Negative effect	20.4%	16.4% 18.9%
	Don't know	2.0%	1.7% 1.9%
Total		100.0%	100.0% 100.0%

**q4\_r4 - Quality of Navy training programs \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r4 - Quality of Navy training programs	Positive effect	48.6%	50.5% 48.9%
	No effect	30.7%	27.5% 30.3%
	Negative effect	19.0%	18.7% 18.9%
	Don't know	1.7%	3.2% 1.9%
Total		100.0%	100.0% 100.0%

**q4\_r5 - Quality of education programs \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q4_r5 - Quality of education programs	Positive effect	56.3%	57.6%	74.8% 59.5%
	No effect	24.7%	25.8%	16.7% 24.4%
	Negative effect	15.2%	13.5%	7.5% 13.1%
	Don't know	3.9%	3.2%	1.0% 3.0%
Total		100.0%	100.0%	100.0% 100.0%

**q4\_r5 - Quality of education programs \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r5 - Quality of education programs	Positive effect	55.4%	66.4% 59.5%
	No effect	26.5%	20.7% 24.4%
	Negative effect	15.0%	10.0% 13.1%
	Don't know	3.1%	2.9% 3.0%
Total		100.0%	100.0% 100.0%

**q4\_r5 - Quality of education programs \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			
		Male	Female	Total
q4_r5 - Quality of education programs	Positive effect	59.1%	61.7%	59.5%
	No effect	24.8%	21.8%	24.4%
	Negative effect	13.3%	11.8%	13.1%
	Don't know	2.8%	4.7%	3.0%
Total		100.0%	100.0%	100.0%

**q4\_r6 - Co-workers/shipmates \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q4_r6 - Co-workers/shipmates	Positive effect	60.7%	59.5%	81.2%	62.5%
	No effect	15.3%	18.1%	10.1%	16.5%
	Negative effect	22.6%	21.4%	8.0%	20.0%
	Don't know	1.5%	1.0%	.6%	1.0%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r6 - Co-workers/shipmates \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q4_r6 - Co-workers/shipmates	Positive effect	61.9%	63.6%	62.5%
	No effect	16.7%	16.1%	16.5%
	Negative effect	20.7%	18.8%	20.0%
	Don't know	.8%	1.5%	1.0%
Total		100.0%	100.0%	100.0%

**q4\_r6 - Co-workers/shipmates \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			
		Male	Female	Total
q4_r6 - Co-workers/shipmates	Positive effect	63.2%	58.3%	62.5%
	No effect	16.8%	14.7%	16.5%
	Negative effect	19.2%	24.7%	20.0%
	Don't know	.8%	2.3%	1.0%
Total		100.0%	100.0%	100.0%

**q4\_r7 - Immediate supervisor \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q4_r7 - Immediate supervisor	Positive effect	62.6%	58.7%	73.8%	61.5%
	No effect	16.3%	18.1%	13.9%	17.1%
	Negative effect	20.0%	22.4%	11.0%	20.4%
	Don't know	1.1%	.8%	1.3%	.9%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r7 - Immediate supervisor \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r7 - Immediate supervisor	Positive effect	60.7%	63.0%	61.5%
	No effect	16.6%	18.1%	17.1%
	Negative effect	22.1%	17.5%	20.4%
	Don't know	.6%	1.4%	.9%
Total		100.0%	100.0%	100.0%

**q4\_r7 - Immediate supervisor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r7 - Immediate supervisor	Positive effect	62.0%	58.6%	61.5%
	No effect	17.6%	14.3%	17.1%
	Negative effect	19.7%	24.9%	20.4%
	Don't know	.7%	2.2%	.9%
Total		100.0%	100.0%	100.0%

**q4\_r8 - Command leadership \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q4_r8 - Command leadership	Positive effect	53.7%	47.4%	69.1%	51.6%
	No effect	15.1%	19.3%	12.2%	17.4%
	Negative effect	30.4%	31.9%	17.6%	29.7%
	Don't know	.8%	1.3%	1.0%	1.2%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r8 - Command leadership \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q4_r8 - Command leadership	Positive effect	50.4%	53.6%	51.6%
	No effect	16.7%	18.7%	17.4%
	Negative effect	31.6%	26.6%	29.7%
	Don't know	1.3%	1.0%	1.2%
Total		100.0%	100.0%	100.0%

**q4\_r8 - Command leadership \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q4_r8 - Command leadership	Positive effect	51.8%	50.8%	51.6%
	No effect	17.4%	17.9%	17.4%
	Negative effect	29.8%	29.1%	29.7%
	Don't know	1.0%	2.2%	1.2%
Total		100.0%	100.0%	100.0%

**q4\_r9 - Pace of work \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q4_r9 - Pace of work	Positive effect	47.5%	39.8%	49.6%	42.8%
	No effect	23.4%	26.8%	16.8%	24.7%
	Negative effect	27.8%	32.7%	33.2%	31.6%
	Don't know	1.3%	.7%	.4%	.8%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r9 - Pace of work \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q4_r9 - Pace of work	Positive effect	38.2%	50.7%	42.8%
	No effect	24.7%	24.8%	24.7%
	Negative effect	36.3%	23.7%	31.6%
	Don't know	.8%	.8%	.8%
Total		100.0%	100.0%	100.0%

**q4\_r9 - Pace of work \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r9 - Pace of work	Positive effect	42.9%	42.1%	42.8%
	No effect	24.7%	24.7%	24.7%
	Negative effect	31.6%	31.6%	31.6%
	Don't know	.7%	1.6%	.8%
Total		100.0%	100.0%	100.0%

**q4\_r10 - Workload \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q4_r10 - Workload	Positive effect	40.9%	35.3%	41.6%	37.4%
	No effect	25.5%	24.3%	18.3%	23.8%
	Negative effect	32.5%	39.6%	39.7%	38.0%
	Don't know	1.1%	.8%	.4%	.8%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r10 - Workload \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r10 - Workload	Positive effect	32.1%	46.2%	37.4%
	No effect	25.2%	21.5%	23.8%
	Negative effect	41.8%	31.5%	38.0%
	Don't know	.9%	.7%	.8%
Total		100.0%	100.0%	100.0%

**q4\_r10 - Workload \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r10 - Workload	Positive effect	37.1%	38.8%	37.4%
	No effect	24.2%	21.6%	23.8%
	Negative effect	38.2%	36.9%	38.0%
	Don't know	.5%	2.7%	.8%
Total		100.0%	100.0%	100.0%

**q4\_r11 - Unit/workgroup manning \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q4_r11 - Unit/workgroup manning	Positive effect	38.4%	30.3%	34.6%	32.7%
	No effect	27.9%	24.0%	15.1%	23.8%
	Negative effect	30.8%	43.0%	49.2%	41.0%
	Don't know	2.9%	2.7%	1.1%	2.6%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r11 - Unit/workgroup manning \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r11 - Unit/workgroup manning	Positive effect	29.2%	38.6%	32.7%
	No effect	24.3%	22.8%	23.8%
	Negative effect	43.6%	36.7%	41.0%
	Don't know	2.9%	2.0%	2.6%
Total		100.0%	100.0%	100.0%

**q4\_r11 - Unit/workgroup manning \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r11 - Unit/workgroup manning	Positive effect	32.9%	31.6%	32.7%
	No effect	24.0%	22.3%	23.8%
	Negative effect	40.8%	42.1%	41.0%
	Don't know	2.3%	4.0%	2.6%
Total		100.0%	100.0%	100.0%

**q4\_r12 - Pay/bonuses/other compensation \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q4_r12 - Pay/bonuses/other compensation	Positive effect	39.6%	41.1%	48.5%	41.7%
	No effect	32.2%	32.8%	36.2%	33.1%
	Negative effect	23.9%	23.0%	13.4%	22.0%
	Don't know	4.2%	3.2%	2.0%	3.2%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r12 - Pay/bonuses/other compensation \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q4_r12 - Pay/bonuses/other compensation	Positive effect	38.6%	46.9%	41.7%
	No effect	34.4%	30.9%	33.1%
	Negative effect	23.9%	18.7%	22.0%
	Don't know	3.1%	3.5%	3.2%
Total		100.0%	100.0%	100.0%

**q4\_r12 - Pay/bonuses/other compensation \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q4_r12 - Pay/bonuses/other compensation	Positive effect	41.9%	40.6%	41.7%
	No effect	33.1%	33.1%	33.1%
	Negative effect	22.6%	18.0%	22.0%
	Don't know	2.4%	8.3%	3.2%
Total		100.0%	100.0%	100.0%

**q4\_r13 - Amount of time off (e.g., leave, liberty, other) \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q4_r13 - Amount of time off (e.g., leave, liberty, other)	Positive effect	51.3%	45.9%	60.9%	49.0%
	No effect	13.9%	17.5%	15.4%	16.4%
	Negative effect	33.9%	35.3%	22.7%	33.4%
	Don't know	.8%	1.3%	1.0%	1.2%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r13 - Amount of time off (e.g., leave, liberty, other) \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q4_r13 - Amount of time off (e.g., leave, liberty, other)	Positive effect	44.8%	56.2%	49.0%
	No effect	18.3%	13.3%	16.4%
	Negative effect	35.8%	29.3%	33.4%
	Don't know	1.2%	1.2%	1.2%
Total		100.0%	100.0%	100.0%

**q4\_r13 - Amount of time off (e.g., leave, liberty, other) \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r13 - Amount of time off (e.g., leave, liberty, other)	Positive effect	49.2%	48.1%
	No effect	16.3%	17.3%
	Negative effect	33.6%	32.3%
	Don't know	1.0%	2.4%
Total	100.0%	100.0%	100.0%

**q4\_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q4_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.)	Positive effect	60.6%	56.5%	59.3%
	No effect	25.8%	28.4%	25.3%
	Negative effect	11.4%	12.9%	14.5%
	Don't know	2.2%	2.3%	.8%
Total	100.0%	100.0%	100.0%	100.0%

**q4\_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.) \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.)	Positive effect	54.1%	64.0%
	No effect	29.1%	24.5%
	Negative effect	14.6%	9.7%
	Don't know	2.2%	1.9%
Total	100.0%	100.0%	100.0%

**q4\_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.)	Positive effect	58.3%	54.5%
	No effect	27.2%	28.5%
	Negative effect	12.8%	12.1%
	Don't know	1.6%	4.9%
Total	100.0%	100.0%	100.0%

**q4\_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.) \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q4_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.)	Positive effect	27.4%	25.1%	29.5%	26.2%
	No effect	31.1%	33.0%	33.9%	32.7%
	Negative effect	30.1%	35.9%	33.8%	34.3%
	Don't know	11.4%	6.1%	2.9%	6.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

**q4\_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.) \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total	
	majority	minority		
q4_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.)	Positive effect	24.1%	29.6%	26.2%
	No effect	34.9%	28.9%	32.7%
	Negative effect	34.0%	34.8%	34.3%
	Don't know	7.0%	6.7%	6.9%
Total	100.0%	100.0%	100.0%	100.0%

**q4\_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q4_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.)	Positive effect	26.6%	23.5%	26.2%
	No effect	32.8%	31.9%	32.7%
	Negative effect	34.4%	33.8%	34.3%
	Don't know	6.2%	10.9%	6.9%
Total	100.0%	100.0%	100.0%	100.0%

**q4\_r16 - Performance of the crew, work team, or ship on exercises \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q4_r16 - Performance of the crew, work team, or ship on exercises	Positive effect	56.3%	51.5%	68.2%	54.7%
	No effect	26.8%	27.5%	22.0%	26.6%
	Negative effect	12.4%	16.9%	7.7%	14.7%
	Don't know	4.5%	4.0%	2.1%	3.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

**q4\_r16 - Performance of the crew, work team, or ship on exercises \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r16 - Performance of the crew, work team, or ship on exercises	Positive effect	52.5%	58.6%
	No effect	28.0%	24.5%
	Negative effect	15.3%	13.8%
	Don't know	4.3%	3.1%
Total	100.0%	100.0%	100.0%

**q4\_r16 - Performance of the crew, work team, or ship on exercises \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r16 - Performance of the crew, work team, or ship on exercises	Positive effect	55.7%	48.7%
	No effect	26.4%	28.1%
	Negative effect	14.6%	15.6%
	Don't know	3.3%	7.6%
Total	100.0%	100.0%	100.0%

**q5 - Considering everything, how satisfied are you with your Navy job? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q5 - Considering everything, how satisfied are you with your Navy job?	Satisfied	49.0%	57.8%	82.1%
	Neither satisfied nor dissatisfied	21.3%	16.0%	9.1%
	Dissatisfied	29.7%	26.2%	8.8%
Total	100.0%	100.0%	100.0%	100.0%

**q5 - Considering everything, how satisfied are you with your Navy job? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q5 - Considering everything, how satisfied are you with your Navy job?	Satisfied	57.6%	61.2%
	Neither satisfied nor dissatisfied	15.4%	17.8%
	Dissatisfied	27.0%	20.9%
Total	100.0%	100.0%	100.0%

**q5 -**  
**Considering everything, how satisfied are you with your Navy job? \* q77 - What is your gender?**  
**Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q5 - Considering everything, how satisfied are you with your Navy job?	Satisfied	59.3%	56.6%
	Neither satisfied nor dissatisfied	15.8%	19.3%
	Dissatisfied	24.9%	24.1%
Total	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	66.8%	71.3%	89.2%
	Neither agree nor disagree	19.5%	17.2%	7.3%
	Disagree	10.3%	7.9%	2.4%
	Don't know	3.5%	3.7%	1.1%
Total	100.0%	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	71.3%	74.6%
	Neither agree nor disagree	16.9%	15.6%
	Disagree	8.3%	6.8%
	Don't know	3.4%	3.1%
Total	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	73.5%	66.9%
	Neither agree nor disagree	15.6%	21.4%
	Disagree	7.5%	9.1%
Total	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r1 - Leadership in ...	Don't know	3.4%	2.6%
Total		100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	69.6%	60.5%	78.8%	64.9%
	Neither agree nor disagree	12.9%	20.1%	13.3%	17.6%
	Disagree	12.1%	12.6%	3.9%	11.3%
	Don't know	5.5%	6.8%	4.0%	6.1%
Total		100.0%	100.0%	100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	62.8%	68.4%	64.9%
	Neither agree nor disagree	18.0%	16.9%	17.6%
	Disagree	12.7%	9.0%	11.3%
	Don't know	6.4%	5.7%	6.1%
Total		100.0%	100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	63.4%	73.9%	64.9%
	Neither agree nor disagree	18.4%	12.7%	17.6%
	Disagree	11.9%	8.1%	11.3%
	Don't know	6.3%	5.3%	6.1%
Total		100.0%	100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	56.6%	53.3%	70.1%	56.2%
	Neither agree nor disagree	19.6%	22.5%	14.7%	20.8%
	Disagree	6.4%	9.2%	4.8%	8.0%
	Don't know	17.3%	15.0%	10.5%	15.0%
Total		100.0%	100.0%	100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	55.5%	57.3%	56.2%
	Neither agree nor disagree	20.6%	21.3%	20.8%
	Disagree	8.4%	7.4%	8.0%
	Don't know	15.5%	14.0%	15.0%
Total		100.0%	100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	56.3%	55.5%	56.2%
	Neither agree nor disagree	21.1%	19.4%	20.8%
	Disagree	8.0%	7.9%	8.0%
	Don't know	14.6%	17.2%	15.0%
Total		100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	69.2%	74.0%	90.2%	75.0%
	Neither agree nor disagree	20.2%	17.8%	7.4%	17.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q6_r1 - Leadership in ... Disagree	10.6%	8.2%	2.4%	8.0%
Total	100.0%	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	73.9%	76.9%
	Neither agree nor disagree	17.5%	16.1%
	Disagree	8.6%	7.0%
Total	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	76.1%	68.7%
	Neither agree nor disagree	16.2%	22.0%
	Disagree	7.8%	9.3%
Total	100.0%	100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	73.6%	64.9%	82.1%
	Neither agree nor disagree	13.6%	21.6%	13.9%
	Disagree	12.8%	13.5%	4.0%
Total	100.0%	100.0%	100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	67.1%	72.5%
	Neither agree nor disagree	19.3%	18.0%
	Disagree	13.6%	9.5%
Total		100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	67.7%	78.1%
	Neither agree nor disagree	19.7%	13.4%
	Disagree	12.7%	8.5%
Total		100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	68.4%	62.7%	78.3%
	Neither agree nor disagree	23.8%	26.4%	16.4%
	Disagree	7.8%	10.8%	5.3%
Total		100.0%	100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	65.7%	66.7%
	Neither agree nor disagree	24.3%	24.7%
	Disagree	9.9%	8.6%
Total		100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \***  
**q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	66.0%	66.1%
	Neither agree nor disagree	24.7%	24.5%
	Disagree	9.4%	9.4%
Total		100.0%	100.0%

**q7\_r1 - Amount of freedom I am given to do my job \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q7_r1 - Amount of freedom I am given to do my job	Satisfied	57.4%	65.3%	83.1%
	Neither satisfied nor dissatisfied	20.8%	14.7%	8.5%
	Dissatisfied	21.8%	20.0%	8.4%
Total		100.0%	100.0%	100.0%

**q7\_r1 - Amount of freedom I am given to do my job \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q7_r1 - Amount of freedom I am given to do my job	Satisfied	64.0%	68.7%
	Neither satisfied nor dissatisfied	15.3%	15.4%
	Dissatisfied	20.8%	15.9%
Total		100.0%	100.0%

**q7\_r1 - Amount of freedom I am given to do my job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q7_r1 - Amount of freedom I am given to do my job	Satisfied	65.5%	65.8%
	Neither satisfied nor dissatisfied	15.7%	15.3%
	Dissatisfied	18.8%	18.9%
Total		100.0%	100.0%

**q7\_r2 - Amount of responsibility I have in my job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q7_r2 - Amount of responsibility I have in my job	Satisfied	66.8%	70.6%	88.9%	72.1%
	Neither satisfied nor dissatisfied	19.5%	15.9%	5.8%	15.4%
	Dissatisfied	13.7%	13.5%	5.3%	12.5%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r2 - Amount of responsibility I have in my job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r2 - Amount of responsibility I have in my job	Satisfied	71.0%	73.9%	72.1%
	Neither satisfied nor dissatisfied	15.1%	15.9%	15.4%
	Dissatisfied	13.9%	10.2%	12.5%
Total		100.0%	100.0%	100.0%

**q7\_r2 - Amount of responsibility I have in my job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r2 - Amount of responsibility I have in my job	Satisfied	72.1%	71.9%	72.1%
	Neither satisfied nor dissatisfied	14.9%	18.2%	15.4%
	Dissatisfied	12.9%	9.9%	12.5%
Total		100.0%	100.0%	100.0%

**q7\_r3 - Amount of challenge in my job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q7_r3 - Amount of challenge in my job	Satisfied	58.1%	63.9%	83.3%	65.0%
	Neither satisfied nor dissatisfied	21.4%	18.0%	10.4%	17.8%
	Dissatisfied	20.6%	18.1%	6.3%	17.2%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r3 - Amount of challenge in my job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r3 - Amount of challenge in my job	Satisfied	63.4%	67.7%	65.0%
	Neither satisfied nor dissatisfied	16.7%	19.6%	17.8%
	Dissatisfied	19.8%	12.6%	17.2%
Total		100.0%	100.0%	100.0%

**q7\_r3 - Amount of challenge in my job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r3 - Amount of challenge in my job	Satisfied	65.1%	64.5%	65.0%
	Neither satisfied nor dissatisfied	17.3%	20.7%	17.8%
	Dissatisfied	17.5%	14.8%	17.2%
Total		100.0%	100.0%	100.0%

**q7\_r4 - Opportunity for personal growth and development on the job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q7_r4 - Opportunity for personal growth and development on the job	Satisfied	50.1%	55.5%	74.9%	56.7%
	Neither satisfied nor dissatisfied	21.0%	19.8%	12.5%	19.1%
	Dissatisfied	28.9%	24.8%	12.6%	24.2%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r4 - Opportunity for personal growth and development on the job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r4 - Opportunity for personal growth and development on the job	Satisfied	55.9%	58.1%	56.7%
	Neither satisfied nor dissatisfied	19.0%	19.2%	19.1%
	Dissatisfied	25.1%	22.7%	24.2%
Total		100.0%	100.0%	100.0%

**q7\_r4 - Opportunity for personal growth and development on the job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r4 - Opportunity for personal growth and development on the job	Satisfied	57.3%	53.4%	56.7%
	Neither satisfied nor dissatisfied	19.0%	19.8%	19.1%
	Dissatisfied	23.7%	26.8%	24.2%
Total		100.0%	100.0%	100.0%

**q7\_r5 - Feeling of accomplishment I get from doing my job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q7_r5 - Feeling of accomplishment I get from doing my job	Satisfied	52.3%	57.7%	77.8%	59.0%
	Neither satisfied nor dissatisfied	20.4%	19.1%	13.6%	18.7%
	Dissatisfied	27.2%	23.2%	8.5%	22.2%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r5 - Feeling of accomplishment I get from doing my job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r5 - Feeling of accomplishment I get from doing my job	Satisfied	56.1%	63.9%	59.0%
	Neither satisfied nor dissatisfied	19.0%	18.3%	18.7%
	Dissatisfied	24.9%	17.8%	22.2%
Total		100.0%	100.0%	100.0%

**q7\_r5 - Feeling of accomplishment I get from doing my job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r5 - Feeling of accomplishment I get from doing my job	Satisfied	59.9%	54.0%	59.0%
	Neither satisfied nor dissatisfied	18.3%	21.4%	18.7%
	Dissatisfied	21.9%	24.5%	22.2%
Total		100.0%	100.0%	100.0%

**q7\_r6 - Job security \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q7_r6 - Job security	Satisfied	66.3%	74.3%	83.0%	73.6%
	Neither satisfied nor dissatisfied	24.6%	16.8%	12.4%	18.0%
	Dissatisfied	9.1%	8.8%	4.6%	8.4%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r6 - Job security \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r6 - Job security	Satisfied	72.9%	74.8%	73.6%
	Neither satisfied nor dissatisfied	18.3%	17.6%	18.0%
	Dissatisfied	8.8%	7.7%	8.4%
Total		100.0%	100.0%	100.0%

**q7\_r6 - Job security \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r6 - Job security	Satisfied	73.9%	71.8%	73.6%
	Neither satisfied nor dissatisfied	17.3%	22.6%	18.0%
	Dissatisfied	8.8%	5.6%	8.4%
Total		100.0%	100.0%	100.0%

**q7\_r7 - Physical working conditions of my work site \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q7_r7 - Physical working conditions of my work site	Satisfied	64.4%	67.3%	79.3%	68.2%
	Neither satisfied nor dissatisfied	21.4%	20.0%	10.7%	19.1%
	Dissatisfied	14.1%	12.7%	10.0%	12.7%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r7 - Physical working conditions of my work site \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r7 - Physical working conditions of my work site	Satisfied	67.2%	69.9%	68.2%
	Neither satisfied nor dissatisfied	19.1%	19.1%	19.1%
	Dissatisfied	13.7%	11.0%	12.7%
Total		100.0%	100.0%	100.0%

**q7\_r7 - Physical working conditions of my work site \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r7 - Physical working conditions of my work site	Satisfied	68.6%	65.7%	68.2%
	Neither satisfied nor dissatisfied	18.8%	21.2%	19.1%
	Dissatisfied	12.6%	13.2%	12.7%
Total		100.0%	100.0%	100.0%

**q7\_r8 - Availability of parts and supplies to get the job done \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q7_r8 - Availability of parts and supplies to get the job done	Satisfied	46.6%	42.9%	44.9%	44.0%
	Neither satisfied nor dissatisfied	27.5%	23.0%	25.9%	24.4%
	Dissatisfied	25.9%	34.2%	29.2%	31.7%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r8 - Availability of parts and supplies to get the job done \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r8 - Availability of parts and supplies to get the job done	Satisfied	40.6%	49.6%	44.0%
	Neither satisfied nor dissatisfied	23.1%	26.4%	24.4%
	Dissatisfied	36.3%	23.9%	31.7%
Total		100.0%	100.0%	100.0%

**q7\_r8 - Availability of parts and supplies to get the job done \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r8 - Availability of parts and supplies to get the job done	Satisfied	43.2%	48.6%	44.0%
	Neither satisfied nor dissatisfied	23.9%	27.4%	24.4%
	Dissatisfied	32.9%	24.0%	31.7%
Total		100.0%	100.0%	100.0%

**q7\_r9 - Flexibility of my command in dealing with family/personal issues \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q7_r9 - Flexibility of my command in dealing with family/personal issues	Satisfied	54.8%	60.8%	84.4%	62.5%
	Neither satisfied nor dissatisfied	20.6%	21.1%	9.9%	19.6%
	Dissatisfied	24.5%	18.1%	5.7%	18.0%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r9 - Flexibility of my command in dealing with family/personal issues \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r9 - Flexibility of my command in dealing with family/personal issues	Satisfied	60.9%	65.1%	62.5%
	Neither satisfied nor dissatisfied	21.3%	16.6%	19.6%
	Dissatisfied	17.7%	18.3%	18.0%
Total		100.0%	100.0%	100.0%

**q7\_r9 - Flexibility of my command in dealing with family/personal issues \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r9 - Flexibility of my command in dealing with family/personal issues	Satisfied	62.7%	61.2%	62.5%
	Neither satisfied nor dissatisfied	20.0%	16.8%	19.6%
	Dissatisfied	17.3%	22.0%	18.0%
Total		100.0%	100.0%	100.0%

**q8 - Do you personally have access to the Internet at your Navy job? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q8 - Do you personally have access to the Internet at your Navy job?	Yes, I have access at my own computer workstation	20.2%	37.6%	71.5%	38.0%
	Yes, I have access at a computer workstation I share with others	74.4%	58.2%	27.6%	57.9%
	No	5.1%	3.7%	.9%	3.6%
	Don't know	.2%	.6%		.4%
Total		100.0%	100.0%	100.0%	100.0%

**q8 - Do you personally have access to the Internet at your Navy job? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q8 - Do you personally have access to the Internet at your Navy job?	Yes, I have access at my own computer workstation	34.8%	43.4%	38.0%
	Yes, I have access at a computer workstation I share with others	60.7%	53.4%	57.9%
	No	3.9%	3.2%	3.6%
	Don't know	.7%		.4%
Total		100.0%	100.0%	100.0%

**q8 - Do you personally have access to the Internet at your Navy job? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q8 - Do you personally have access to the Internet at your Navy job?	Yes, I have access at my own computer workstation	37.3%	42.4%	38.0%
	Yes, I have access at a computer workstation I share with others	58.5%	54.4%	57.9%
	No	3.9%	2.3%	3.6%
	Don't know	.3%	1.0%	.4%
Total		100.0%	100.0%	100.0%

**q9 - How accessible is the World Wide Web (WWW)? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q9 - How accessible is the World Wide Web (WWW)?	Constant - the WWW is always or nearly always available to me	56.1%	67.3%	77.7%	66.2%
	Intermittent - the WWW is sometimes available to me, but not	38.6%	29.0%	19.9%	29.9%
	Rarely - the WWW is almost never or rarely available to use	5.3%	3.7%	2.4%	3.9%
Total		100.0%	100.0%	100.0%	100.0%

**q9 - How accessible is the World Wide Web (WWW)? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q9 - How accessible is the World Wide Web (WWW)?	Constant - the WWW is always or nearly always available to me	65.8%	66.7%	66.2%
	Intermittent - the WWW is sometimes available to me, but not	29.5%	30.7%	29.9%
	Rarely - the WWW is almost never or rarely available to use	4.7%	2.6%	3.9%
Total		100.0%	100.0%	100.0%

**q9 - How accessible is the World Wide Web (WWW)? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q9 - How accessible is the World Wide Web (WWW)?	Constant - the WWW is always or nearly always available to me	65.6%	69.5%	66.2%
	Intermittent - the WWW is sometimes available to me, but not	30.4%	27.3%	29.9%
	Rarely - the WWW is almost never or rarely available to use	4.0%	3.3%	3.9%
Total		100.0%	100.0%	100.0%

**q10 - How often are you able to access the WWW? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q10 - How often are you able to access the WWW?	At any time I want - I work at or have easy access to a comp	52.9%	62.5%	83.9%	63.2%
	Sometimes - I don't have immediate access, but I can get acc	38.5%	34.3%	15.0%	32.7%
	Rarely - I don't work at or have easy access to a computer c	8.6%	3.2%	1.1%	4.1%
Total		100.0%	100.0%	100.0%	100.0%

**q10 - How often are you able to access the WWW? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q10 - How often are you able to access the WWW?	At any time I want - I work at or have easy access to a comp	62.3%	64.7%	63.2%
	Sometimes - I don't have immediate access, but I can get acc	32.9%	32.2%	32.7%
	Rarely - I don't work at or have easy access to a computer c	4.8%	3.1%	4.1%
Total		100.0%	100.0%	100.0%

**q10 - How often are you able to access the WWW? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q10 - How often are you able to access the WWW?	At any time I want - I work at or have easy access to a comp	62.6%	66.8%	63.2%
	Sometimes - I don't have immediate access, but I can get acc	33.2%	29.2%	32.7%
	Rarely - I don't work at or have easy access to a computer c	4.2%	3.9%	4.1%
Total		100.0%	100.0%	100.0%

**q11 -  
Have you ever viewed/used Navy Knowledge Online (NKO)? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q11 - Have you ever viewed/used Navy Knowledge Online (NKO)?	Yes	98.0%	98.7%	99.8%	98.7%
	No	2.0%	1.3%	.2%	1.3%
Total		100.0%	100.0%	100.0%	100.0%

**q11 -  
Have you ever viewed/used Navy Knowledge Online (NKO)? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q11 - Have you ever viewed/used Navy Knowledge Online (NKO)?	Yes	98.4%	99.1%	98.7%
	No	1.6%	.9%	1.3%
Total		100.0%	100.0%	100.0%

**q11 -  
Have you ever viewed/used Navy Knowledge Online (NKO)? \* q77 - What is your  
gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q11 - Have you ever viewed/used Navy Knowledge Online (NKO)?	Yes	98.6%	99.3%	98.7%
	No	1.4%	.7%	1.3%
Total		100.0%	100.0%	100.0%

**q12 -  
If you have viewed/used NKO, how often do you use NKO? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q12 - If you have viewed/used NKO, how often do you use NKO?	Have only accessed it once or twice	6.3%	3.3%	1.0%	3.7%
	Only when required to perform a mandated training course on	44.0%	32.4%	29.0%	34.6%
	About once a month	20.2%	26.6%	27.9%	25.3%
	About once a week	16.0%	19.1%	23.7%	19.0%

**q12 -**  
**If you have viewed/used NKO, how often do you use NKO? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q12 - If you have viewed/used... Several times a week	10.9%	13.8%	15.3%	13.4%
Daily	2.6%	4.7%	3.0%	4.0%
Total	100.0%	100.0%	100.0%	100.0%

**q12 -**  
**If you have viewed/used NKO, how often do you use NKO? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total	
	majority	minority		
q12 - If you have viewed/used NKO, how often do you use NKO?	Have only accessed it once or twice	4.6%	2.3%	3.7%
	Only when required to perform a mandated training course on	34.8%	34.3%	34.6%
	About once a month	27.2%	22.2%	25.3%
	About once a week	19.3%	18.5%	19.0%
	Several times a week	10.8%	17.7%	13.4%
	Daily	3.4%	5.1%	4.0%
Total		100.0%	100.0%	100.0%

**q12 -**  
**If you have viewed/used NKO, how often do you use NKO? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q12 - If you have viewed/used NKO, how often do you use NKO?	Have only accessed it once or twice	4.0%	2.1%	3.7%
	Only when required to perform a mandated training course on	34.9%	32.8%	34.6%
	About once a month	25.0%	27.1%	25.3%
	About once a week	19.0%	18.9%	19.0%
	Several times a week	12.9%	16.0%	13.4%
	Daily	4.2%	3.1%	4.0%
Total		100.0%	100.0%	100.0%

**q13 - How easy is it to find information you are looking for on NKO? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q13 - How easy is it to find information you are looking for on NKO?	Easy	45.9%	48.8%	44.5%	47.6%
	Neither easy nor difficult	33.9%	28.6%	30.0%	30.0%
	Difficult	20.2%	22.6%	25.5%	22.4%
Total		100.0%	100.0%	100.0%	100.0%

**q13 - How easy is it to find information you are looking for on NKO? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total	
	majority	minority		
q13 - How easy is it to find information you are looking for on NKO?	Easy	42.9%	55.5%	47.6%
	Neither easy nor difficult	29.7%	30.4%	30.0%
	Difficult	27.4%	14.1%	22.4%
Total		100.0%	100.0%	100.0%

**q13 - How easy is it to find information you are looking for on NKO? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q13 - How easy is it to find information you are looking for on NKO?	Easy	46.6%	54.0%	47.6%
	Neither easy nor difficult	30.3%	28.2%	30.0%
	Difficult	23.2%	17.9%	22.4%
Total		100.0%	100.0%	100.0%

**q14 - If you don't use NKO regularly, what is the primary reason? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q14 - If you don't use NKO regularly, what is the primary reason?	I don't have access to a computer	2.3%	1.0%	1.1%	1.4%
	I have a computer but don't have access to the Internet	2.7%	1.4%	.5%	1.7%
	Quality of content	6.3%	6.2%	7.7%	6.4%
	Organization of content	11.2%	17.5%	20.4%	15.9%
	Not enough time	33.2%	33.3%	29.3%	32.9%
	Access is too slow/not responsive	14.8%	13.8%	17.7%	14.5%

**q14 - If you don't use NKO regularly, what is the primary reason? \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q14 - If you don't use N... Other	29.6%	26.8%	23.2%	27.2%
Total	100.0%	100.0%	100.0%	100.0%

**q14 - If you don't use NKO regularly, what is the primary reason? \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q14 - If you don't use NKO regularly, what is the primary reason?	I don't have access to a computer	1.2%	1.8%	1.4%
	I have a computer but don't have access to the Internet	1.1%	2.7%	1.7%
	Quality of content	5.5%	7.9%	6.4%
	Organization of content	18.6%	10.9%	15.9%
	Not enough time	30.6%	36.9%	32.9%
	Access is too slow/not responsive	14.2%	15.0%	14.5%
	Other	28.7%	24.7%	27.2%
Total		100.0%	100.0%	100.0%

**q14 - If you don't use NKO regularly, what is the primary reason? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q14 - If you don't use NKO regularly, what is the primary reason?	I don't have access to a computer	1.3%	2.3%	1.4%
	I have a computer but don't have access to the Internet	1.5%	2.8%	1.7%
	Quality of content	6.3%	6.9%	6.4%
	Organization of content	16.9%	8.7%	15.9%
	Not enough time	31.7%	40.6%	32.9%
	Access is too slow/not responsive	14.7%	13.4%	14.5%
	Other	27.5%	25.2%	27.2%
Total		100.0%	100.0%	100.0%

**q15 -**

**Have you ever viewed/used BUPERS online (BOL)? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q15 - Have you ever viewed/used BUPERS online (BOL)?	Yes	87.9%	95.4%	99.6%	94.3%
	No	12.1%	4.6%	.4%	5.7%
Total		100.0%	100.0%	100.0%	100.0%

**q15 -**

**Have you ever viewed/used BUPERS online (BOL)? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q15 - Have you ever viewed/used BUPERS online (BOL)?	Yes	93.7%	95.2%	94.3%
	No	6.3%	4.8%	5.7%
Total		100.0%	100.0%	100.0%

**q15 -**

**Have you ever viewed/used BUPERS online (BOL)? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q15 - Have you ever viewed/used BUPERS online (BOL)?	Yes	94.1%	95.5%	94.3%
	No	5.9%	4.5%	5.7%
Total		100.0%	100.0%	100.0%

**q16 -**

**If you have viewed/used BOL, how often do you use BOL? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q16 - If you have viewed/used BOL, how often do you use BOL?	Have only accessed it once or twice	32.0%	13.7%	3.5%	16.2%
	Only use when I can't find information elsewhere or only whe	54.2%	57.1%	48.5%	55.3%
	Once a week	11.1%	19.4%	30.2%	19.1%
	Several times a week	2.2%	7.6%	13.2%	7.2%
	Daily	.5%	2.2%	4.6%	2.2%
Total		100.0%	100.0%	100.0%	100.0%

**q16 -**

**If you have viewed/used BOL, how often do you use BOL? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q16 - If you have viewed/used BOL, how often do you use BOL?	Have only accessed it once or twice	18.2%	12.8%	16.2%
	Only use when I can't find information elsewhere or only whe	54.5%	56.7%	55.3%
	Once a week	19.9%	17.8%	19.1%
	Several times a week	5.6%	9.9%	7.2%
	Daily	1.8%	2.8%	2.2%
Total		100.0%	100.0%	100.0%

**q16 -**

**If you have viewed/used BOL, how often do you use BOL? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q16 - If you have viewed/used BOL, how often do you use BOL?	Have only accessed it once or twice	16.2%	15.8%	16.2%
	Only use when I can't find information elsewhere or only whe	55.9%	52.2%	55.3%
	Once a week	18.9%	20.5%	19.1%
	Several times a week	6.9%	9.2%	7.2%
	Daily	2.1%	2.4%	2.2%
Total		100.0%	100.0%	100.0%

**q17 - If you don't use BOL regularly, what is the primary reason? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q17 - If you don't use BOL regularly, what is the primary reason?	I don't have access to a computer	1.7%	1.0%	.6%	1.1%
	I have a computer but don't have access to the Internet	3.7%	1.1%	.3%	1.7%
	Quality of content	7.3%	9.2%	10.6%	8.8%
	Organization of content	10.7%	12.3%	12.7%	11.9%
	Not enough time	25.6%	26.0%	17.1%	25.1%
	Access is too slow/not responsive	8.2%	11.4%	10.6%	10.5%
	Other	42.7%	39.1%	48.2%	40.9%
Total		100.0%	100.0%	100.0%	100.0%

**q17 - If you don't use BOL regularly, what is the primary reason? \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q17 - If you don't use BOL regularly, what is the primary reason?	I don't have access to a computer	.6%	2.0%
	I have a computer but don't have access to the Internet	1.2%	2.6%
	Quality of content	7.0%	11.9%
	Organization of content	12.3%	11.2%
	Not enough time	26.4%	22.7%
	Access is too slow/not responsive	9.4%	12.3%
	Other	42.9%	37.3%
Total		100.0%	100.0%

**q17 - If you don't use BOL regularly, what is the primary reason? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q17 - If you don't use BOL regularly, what is the primary reason?	I don't have access to a computer	1.2%	.8%
	I have a computer but don't have access to the Internet	1.6%	2.8%
	Quality of content	8.8%	8.6%
	Organization of content	12.0%	10.9%
	Not enough time	25.4%	22.9%
	Access is too slow/not responsive	10.9%	7.9%
	Other	40.1%	46.1%
Total		100.0%	100.0%

**q18 - How easy is it to find information you are looking for on BOL? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q18 - How easy is it to find information you are looking for on BOL?	Easy	41.9%	54.2%	68.4%
	Neither easy nor difficult	37.4%	29.5%	26.2%
	Difficult	8.3%	11.4%	5.0%
	Not applicable, I have never viewed/used BOL	12.3%	4.9%	.4%
Total	100.0%	100.0%	100.0%	100.0%

**q18 - How easy is it to find information you are looking for on BOL? \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q18 - How easy is it to find information you are looking for on BOL?	Easy	49.1%	60.1%
	Neither easy nor difficult	32.4%	28.4%
	Difficult	11.8%	6.7%
	Not applicable, I have never viewed/used BOL	6.7%	4.8%
Total	100.0%	100.0%	100.0%

**q18 - How easy is it to find information you are looking for on BOL? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q18 - How easy is it to find information you are looking for on BOL?	Easy	52.6%	56.8%
	Neither easy nor difficult	30.8%	31.1%
	Difficult	10.2%	7.9%
	Not applicable, I have never viewed/used BOL	6.3%	4.2%
Total	100.0%	100.0%	100.0%

**q19\_r1 -  
How often do you access the applications listed below on BOL or by other means? Physical Readiness Information Management System (PRIMS) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q19_r1 - How often do you access the applications listed below on BOL or by other means? Physical Readiness Information Management System (PRIMS)	Daily	.9%	.5%	1.5% .7%
	3-4 times a week	1.8%	2.6%	2.6% 2.4%
	1-2 times a week	2.9%	3.9%	5.3% 3.9%
	Less than once a week	7.8%	10.4%	12.0% 10.0%
	Less than once a month	52.2%	66.5%	73.0% 64.1%
	Never	34.4%	16.0%	5.5% 18.9%
Total	100.0%	100.0%	100.0%	100.0%

**q19\_r1 -**

**How often do you access the applications listed below on BOL or by other means?  
Physical Readiness Information Management System (PRIMS) \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q19_r1 - How often do you access the applications listed below on BOL or by other means? Physical Readiness Information Management System (PRIMS)	Daily	.4%	1.4%	.7%
	3-4 times a week	1.3%	4.3%	2.4%
	1-2 times a week	3.4%	4.5%	3.9%
	Less than once a week	8.9%	12.0%	10.0%
	Less than once a month	66.1%	60.6%	64.1%
	Never	19.9%	17.1%	18.9%
Total		100.0%	100.0%	100.0%

**q19\_r1 -**

**How often do you access the applications listed below on BOL or by other means? Physical  
Readiness Information Management System (PRIMS) \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q19_r1 - How often do you access the applications listed below on BOL or by other means? Physical Readiness Information Management System (PRIMS)	Daily	.7%	1.0%	.7%
	3-4 times a week	2.3%	3.4%	2.4%
	1-2 times a week	3.9%	3.7%	3.9%
	Less than once a week	9.4%	13.7%	10.0%
	Less than once a month	64.4%	62.2%	64.1%
	Never	19.3%	16.0%	18.9%
Total		100.0%	100.0%	100.0%

**q19\_r2 - How often do you access the applications listed below on BOL or by other means?  
CMS/Interactive Detailing/JCMS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q19_r2 - How often do you access the applications listed below on BOL or by other means? CMS/Interactive Detailing/JCMS	Daily	.9%	1.3%	1.1%	1.2%
	3-4 times a week	1.3%	1.7%	2.4%	1.7%
	1-2 times a week	5.4%	5.8%	8.9%	6.1%
	Less than once a week	6.8%	10.7%	15.9%	10.5%
	Less than once a month	30.4%	45.8%	47.5%	42.5%
	Never	55.2%	34.7%	24.2%	38.0%
Total		100.0%	100.0%	100.0%	100.0%

**q19\_r2 - How often do you access the applications listed below on BOL or by other means? CMS/Interactive Detailing/JCMS \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q19_r2 - How often do you access the applications listed below on BOL or by other means? CMS/Interactive Detailing/JCMS	Daily	1.1%	1.4%	1.2%
	3-4 times a week	1.0%	3.0%	1.7%
	1-2 times a week	5.3%	7.4%	6.1%
	Less than once a week	9.1%	12.7%	10.5%
	Less than once a month	44.5%	39.1%	42.5%
	Never	38.9%	36.5%	38.0%
Total		100.0%	100.0%	100.0%

**q19\_r2 - How often do you access the applications listed below on BOL or by other means? CMS/Interactive Detailing/JCMS \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q19_r2 - How often do you access the applications listed below on BOL or by other means? CMS/Interactive Detailing/JCMS	Daily	1.1%	1.9%	1.2%
	3-4 times a week	1.6%	2.6%	1.7%
	1-2 times a week	6.5%	3.6%	6.1%
	Less than once a week	10.7%	9.0%	10.5%
	Less than once a month	42.8%	40.6%	42.5%
	Never	37.3%	42.4%	38.0%
Total		100.0%	100.0%	100.0%

**q19\_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q19_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning	Daily	3.3%	2.6%	2.1%	2.7%
	3-4 times a week	5.6%	6.1%	4.9%	5.8%
	1-2 times a week	14.1%	18.8%	16.6%	17.4%
	Less than once a week	22.0%	25.2%	25.9%	24.6%
	Less than once a month	38.4%	37.7%	46.5%	39.0%
	Never	16.5%	9.7%	3.9%	10.5%
Total		100.0%	100.0%	100.0%	100.0%

**q19\_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q19_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning	Daily	1.6%	4.5%	2.7%
	3-4 times a week	5.0%	7.2%	5.8%
	1-2 times a week	15.6%	20.5%	17.4%
	Less than once a week	26.2%	21.9%	24.6%
	Less than once a month	39.1%	38.9%	39.0%
	Never	12.5%	7.0%	10.5%
Total		100.0%	100.0%	100.0%

**q19\_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q19_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning	Daily	2.6%	3.1%	2.7%
	3-4 times a week	5.5%	7.9%	5.8%
	1-2 times a week	17.5%	16.8%	17.4%
	Less than once a week	23.9%	29.0%	24.6%
	Less than once a month	39.6%	35.1%	39.0%
	Never	10.9%	8.0%	10.5%
Total		100.0%	100.0%	100.0%

**q19\_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q19_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket	Daily	1.6%	1.0%	1.2%	1.2%
	3-4 times a week	2.5%	4.4%	3.3%	3.8%
	1-2 times a week	9.2%	10.8%	9.8%	10.3%
	Less than once a week	13.6%	17.9%	22.9%	17.6%
	Less than once a month	36.1%	46.3%	55.9%	45.2%
	Never	37.0%	19.7%	7.0%	21.9%
Total		100.0%	100.0%	100.0%	100.0%

**q19\_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q19_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket	Daily	.7%	1.9%	1.2%
	3-4 times a week	3.4%	4.7%	3.8%
	1-2 times a week	9.8%	11.1%	10.3%
	Less than once a week	16.8%	18.8%	17.6%
	Less than once a month	45.6%	44.5%	45.2%
	Never	23.7%	19.0%	21.9%
Total		100.0%	100.0%	100.0%

**q19\_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q19_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket	Daily	1.1%	1.6%	1.2%
	3-4 times a week	4.0%	3.1%	3.8%
	1-2 times a week	10.3%	9.9%	10.3%
	Less than once a week	17.6%	17.0%	17.6%
	Less than once a month	45.0%	46.5%	45.2%
	Never	22.0%	21.8%	21.9%
Total		100.0%	100.0%	100.0%

**q19\_r5 - How often do you access the applications listed below on BOL or by other means? SMART \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q19_r5 - How often do you access the applications listed below on BOL or by other means? SMART	Daily	1.8%	.6%	1.0%	.9%
	3-4 times a week	1.1%	3.6%	1.5%	2.8%
	1-2 times a week	6.3%	6.1%	4.9%	6.0%
	Less than once a week	12.5%	16.8%	19.0%	16.1%
	Less than once a month	35.6%	51.4%	65.3%	49.6%
	Never	42.7%	21.5%	8.2%	24.6%
Total		100.0%	100.0%	100.0%	100.0%

**q19\_r5 -**

**How often do you access the applications listed below on BOL or by other means?  
SMART \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q19_r5 - How often do you access the applications listed below on BOL or by other means? SMART	Daily	.4%	1.8%	.9%
	3-4 times a week	2.9%	2.6%	2.8%
	1-2 times a week	4.1%	9.1%	6.0%
	Less than once a week	15.2%	17.5%	16.1%
	Less than once a month	49.4%	50.1%	49.6%
	Never	28.0%	18.8%	24.6%
Total		100.0%	100.0%	100.0%

**q19\_r5 -**

**How often do you access the applications listed below on BOL or by other means? SMART \*  
q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q19_r5 - How often do you access the applications listed below on BOL or by other means? SMART	Daily	.9%	1.1%	.9%
	3-4 times a week	2.9%	1.9%	2.8%
	1-2 times a week	5.7%	7.9%	6.0%
	Less than once a week	16.1%	16.2%	16.1%
	Less than once a month	49.5%	50.5%	49.6%
	Never	24.9%	22.3%	24.6%
Total		100.0%	100.0%	100.0%

**q19\_r6 -**

**How often do you access the applications listed below on BOL or by other means? Navy College \*  
paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q19_r6 - How often do you access the applications listed below on BOL or by other means? Navy College	Daily	1.6%	1.7%	.8%	1.6%
	3-4 times a week	2.9%	2.7%	1.5%	2.6%
	1-2 times a week	7.2%	7.3%	5.4%	7.0%
	Less than once a week	12.7%	15.1%	17.1%	14.8%
	Less than once a month	30.4%	41.1%	58.3%	40.8%
	Never	45.3%	32.0%	16.9%	33.1%
Total		100.0%	100.0%	100.0%	100.0%

**q19\_r6 -**

**How often do you access the applications listed below on BOL or by other means?  
Navy College \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q19_r6 - How often do you access the applications listed below on BOL or by other means? Navy College	Daily	1.2%	2.1%	1.6%
	3-4 times a week	1.9%	3.7%	2.6%
	1-2 times a week	5.3%	9.8%	7.0%
	Less than once a week	13.8%	16.6%	14.8%
	Less than once a month	40.3%	41.8%	40.8%
	Never	37.4%	26.0%	33.1%
Total		100.0%	100.0%	100.0%

**q19\_r6 -**

**How often do you access the applications listed below on BOL or by other means? Navy  
College \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q19_r6 - How often do you access the applications listed below on BOL or by other means? Navy College	Daily	1.5%	1.8%	1.6%
	3-4 times a week	2.4%	3.7%	2.6%
	1-2 times a week	6.9%	7.8%	7.0%
	Less than once a week	14.7%	15.7%	14.8%
	Less than once a month	40.7%	41.9%	40.8%
	Never	33.8%	29.1%	33.1%
Total		100.0%	100.0%	100.0%

**q20 - Have you ever viewed/used the Navy Personnel Command website ([www.npc.navy.mil](http://www.npc.navy.mil))? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q20 - Have you ever viewed/used the Navy Personnel Command website ( <a href="http://www.npc.navy.mil">www.npc.navy.mil</a> )?	Yes	24.0%	55.4%	87.9%	52.4%
	No	76.0%	44.6%	12.1%	47.6%
Total		100.0%	100.0%	100.0%	100.0%

**q20 - Have you ever viewed/used the Navy Personnel Command website (www.npc.navy.mil)? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q20 - Have you ever viewed/used the Navy Personnel Command website (www.npc.navy.mil)?	Yes	49.8%	56.8%
	No	50.2%	43.2%
Total		100.0%	100.0%

**q20 - Have you ever viewed/used the Navy Personnel Command website (www.npc.navy.mil)? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q20 - Have you ever viewed/used the Navy Personnel Command website (www.npc.navy.mil)?	Yes	52.0%	55.0%
	No	48.0%	45.0%
Total		100.0%	100.0%

**q21 - The information on the NPC website helps me manage my career. \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q21 - The information on the NPC website helps me manage my career.	Agree	41.2%	51.0%	64.4%
	Neither agree nor disagree	48.7%	41.5%	30.3%
	Disagree	10.1%	7.5%	5.3%
Total		100.0%	100.0%	100.0%

**q21 - The information on the NPC website helps me manage my career. \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q21 - The information on the NPC website helps me manage my career.	Agree	48.3%	59.6%
	Neither agree nor disagree	44.0%	33.7%
	Disagree	7.7%	6.7%
Total		100.0%	100.0%

**q21 - The information on the NPC website helps me manage my career. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q21 - The information on the NPC website helps me manage my career.	Agree	52.0%	58.1%	52.9%
	Neither agree nor disagree	40.1%	38.0%	39.8%
	Disagree	7.9%	3.9%	7.3%
Total		100.0%	100.0%	100.0%

**q22 - Which website do you use most frequently to find out information about Navy personnel and detailing issues? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q22 - Which website do you use most frequently to find out information about Navy personnel and detailing issues?	www.npc.navy.mil	6.9%	22.0%	57.8%	23.1%
	www.nko.navy.mil	51.3%	46.4%	24.7%	44.7%
	Other	3.3%	5.0%	2.2%	4.2%
Total	Not applicable, I do not use websites to find out information	38.6%	26.7%	15.3%	27.9%
		100.0%	100.0%	100.0%	100.0%

**q22 - Which website do you use most frequently to find out information about Navy personnel and detailing issues? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q22 - Which website do you use most frequently to find out information about Navy personnel and detailing issues?	www.npc.navy.mil	22.0%	25.0%	23.1%
	www.nko.navy.mil	41.6%	49.9%	44.7%
	Other	4.6%	3.7%	4.2%
Total	Not applicable, I do not use websites to find out information	31.8%	21.4%	27.9%
		100.0%	100.0%	100.0%

**q22 - Which website do you use most frequently to find out information about Navy personnel and detailing issues? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q22 - ...	www.npc.navy.mil	22.8%	25.0%	23.1%

**q22 -**

**Which website do you use most frequently to find out information about Navy personnel and detailing issues? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q22 - Which website do you use most frequently to find out information about Navy personnel and detailing issues?	www.nko.navy.mil	44.5%	46.0%	44.7%
	Other	4.3%	3.9%	4.2%
	Not applicable, I do not use websites to find out information	28.4%	25.1%	27.9%
Total		100.0%	100.0%	100.0%

**q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses?	www.npc.navy.mil	3.0%	3.7%	9.6%	4.3%
	www.nko.navy.mil	86.0%	90.6%	86.4%	89.1%
	Other:	11.0%	5.7%	4.0%	6.6%
Total		100.0%	100.0%	100.0%	100.0%

**q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses?	www.npc.navy.mil	4.2%	4.4%	4.3%
	www.nko.navy.mil	88.5%	90.0%	89.1%
	Other:	7.3%	5.6%	6.6%
Total		100.0%	100.0%	100.0%

**q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q23 - Which website do you use most frequently to find out information about Training and ...	www.npc.navy.mil	4.1%	5.6%	4.3%
	www.nko.navy.mil	89.1%	88.8%	89.1%

**q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q23 - Which website d... Other:	6.8%	5.6%	6.6%
Total	100.0%	100.0%	100.0%

**q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction. \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction.	Agree	53.5%	57.9%	57.9%
	Neither agree nor disagree	38.4%	30.3%	25.6%
	Disagree	8.1%	11.8%	16.5%
Total		100.0%	100.0%	100.0%

**q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction. \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction.	Agree	52.2%	64.8%
	Neither agree nor disagree	33.2%	28.7%
	Disagree	14.6%	6.5%
Total		100.0%	100.0%

**q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction.	Agree	56.5%	59.4%
	Neither agree nor disagree	31.5%	31.5%
	Disagree	12.0%	9.1%
Total		100.0%	100.0%

**q25 - The Navy provides enough information on the web for me to make informed career decisions.**  
 \* paygrp Crosstabulation

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q25 - The Navy provides enough information on the web for me to make informed career decisions.	Agree	45.6%	47.4%	53.7%	47.8%
	Neither agree nor disagree	36.2%	34.2%	33.4%	34.6%
	Disagree	18.2%	18.4%	12.9%	17.6%
Total		100.0%	100.0%	100.0%	100.0%

**q25 - The Navy provides enough information on the web for me to make informed career decisions.** \* racegrp Crosstabulation

% within racegrp

		racegrp		Total
		majority	minority	
q25 - The Navy provides enough information on the web for me to make informed career decisions.	Agree	42.9%	56.0%	47.8%
	Neither agree nor disagree	37.1%	30.4%	34.6%
	Disagree	20.0%	13.6%	17.6%
Total		100.0%	100.0%	100.0%

**q25 - The Navy provides enough information on the web for me to make informed career decisions.** \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q25 - The Navy provides enough information on the web for me to make informed career decisions.	Agree	48.0%	46.7%	47.8%
	Neither agree nor disagree	34.9%	32.8%	34.6%
	Disagree	17.2%	20.5%	17.6%
Total		100.0%	100.0%	100.0%

**q26\_r1 - Navy NewsStand (Navy.mil) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r1 - Navy NewsStand (Navy.mil)	Small extent	57.6%	59.3%	59.3%	58.9%
	Moderate extent	28.6%	28.4%	31.8%	28.8%
	Large extent	13.8%	12.3%	8.8%	12.2%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r1 -  
Navy NewsStand (Navy.mil) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r1 - Navy NewsStand (Navy. mil)	Small extent	65.6%	47.7%	58.9%
	Moderate extent	26.0%	33.6%	28.8%
	Large extent	8.3%	18.7%	12.2%
Total		100.0%	100.0%	100.0%

**q26\_r1 -  
Navy NewsStand (Navy.mil) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r1 - Navy NewsStand (Navy. mil)	Small extent	59.3%	56.8%	58.9%
	Moderate extent	28.9%	28.8%	28.8%
	Large extent	11.9%	14.4%	12.2%
Total		100.0%	100.0%	100.0%

**q26\_r2 - POD notes \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r2 - POD notes	Small extent	57.7%	44.6%	30.2%	45.7%
	Moderate extent	27.2%	31.9%	39.1%	31.7%
	Large extent	15.1%	23.5%	30.7%	22.5%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r2 - POD notes \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r2 - POD notes	Small extent	49.2%	40.0%	45.7%
	Moderate extent	31.7%	31.9%	31.7%
	Large extent	19.2%	28.1%	22.5%
Total		100.0%	100.0%	100.0%

**q26\_r2 - POD notes \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r2 - POD notes	Small extent	45.8%	45.1%	45.7%
	Moderate extent	31.6%	32.6%	31.7%
	Large extent	22.6%	22.3%	22.5%
Total		100.0%	100.0%	100.0%

**q26\_r3 -  
Your Chief \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r3 - Your Chief	Small extent	26.6%	21.5%	18.6%	22.3%
	Moderate extent	26.9%	29.6%	21.2%	28.0%
	Large extent	46.5%	48.9%	60.3%	49.8%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r3 -  
Your Chief \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r3 - Your Chief	Small extent	22.5%	21.8%	22.3%
	Moderate extent	28.2%	27.5%	28.0%
	Large extent	49.2%	50.7%	49.8%
Total		100.0%	100.0%	100.0%

**q26\_r3 -  
Your Chief \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r3 - Your Chief	Small extent	22.5%	21.1%	22.3%
	Moderate extent	28.3%	26.2%	28.0%
	Large extent	49.3%	52.8%	49.8%
Total		100.0%	100.0%	100.0%

**q26\_r4 - CMC \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r4 - CMC	Small extent	40.6%	32.6%	11.7%	31.8%
	Moderate extent	30.2%	33.5%	23.5%	31.5%
	Large extent	29.2%	33.9%	64.8%	36.8%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r4 - CMC \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r4 - CMC	Small extent	35.2%	26.0%	31.8%
	Moderate extent	31.1%	32.1%	31.5%
	Large extent	33.7%	41.9%	36.8%
Total		100.0%	100.0%	100.0%

**q26\_r4 - CMC \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r4 - CMC	Small extent	32.1%	29.7%	31.8%
	Moderate extent	31.5%	31.2%	31.5%
	Large extent	36.4%	39.0%	36.8%
Total		100.0%	100.0%	100.0%

**q26\_r5 - CO/XO \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r5 - CO/XO	Small extent	39.7%	37.4%	23.8%	36.2%
	Moderate extent	29.6%	29.2%	32.2%	29.7%
	Large extent	30.7%	33.4%	44.0%	34.1%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r5 -  
CO/XO \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r5 - CO/XO	Small extent	40.8%	28.4%
	Moderate extent	28.9%	30.9%
	Large extent	30.2%	40.7%
Total		100.0%	100.0%

**q26\_r5 -  
CO/XO \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q26_r5 - CO/XO	Small extent	36.6%	33.8%
	Moderate extent	29.6%	30.1%
	Large extent	33.8%	36.1%
Total		100.0%	100.0%

**q26\_r6 - MCPON email \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q26_r6 - MCPON email	Small extent	61.0%	57.9%	33.4%
	Moderate extent	22.7%	26.2%	35.3%
	Large extent	16.3%	15.9%	31.3%
Total		100.0%	100.0%	100.0%

**q26\_r6 - MCPON email \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r6 - MCPON email	Small extent	63.2%	42.6%
	Moderate extent	23.3%	32.0%
	Large extent	13.5%	25.4%
Total		100.0%	100.0%

**q26\_r6 - MCPON email \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r6 - MCPON email	Small extent	55.7%	54.2%	55.5%
	Moderate extent	26.6%	26.4%	26.6%
	Large extent	17.7%	19.4%	17.9%
Total		100.0%	100.0%	100.0%

**q26\_r7 - Peers & shipmates \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r7 - Peers & shipmates	Small extent	30.8%	30.3%	28.6%	30.2%
	Moderate extent	28.9%	33.2%	39.7%	33.1%
	Large extent	40.2%	36.5%	31.7%	36.7%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r7 - Peers & shipmates \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r7 - Peers & shipmates	Small extent	30.6%	29.6%	30.2%
	Moderate extent	31.8%	35.1%	33.1%
	Large extent	37.5%	35.3%	36.7%
Total		100.0%	100.0%	100.0%

**q26\_r7 - Peers & shipmates \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r7 - Peers & shipmates	Small extent	30.9%	26.2%	30.2%
	Moderate extent	33.1%	32.7%	33.1%
	Large extent	36.0%	41.1%	36.7%
Total		100.0%	100.0%	100.0%

**q26\_r8 - Base newspaper \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r8 - ...	Small extent	47.2%	51.5%	55.9%	51.1%

**q26\_r8 -  
Base newspaper \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r8 - Base newspaper	Moderate extent	34.5%	30.3%	32.2%	31.5%
	Large extent	18.3%	18.2%	11.9%	17.4%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r8 -  
Base newspaper \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r8 - Base newspaper	Small extent	57.3%	40.6%	51.1%
	Moderate extent	28.6%	36.4%	31.5%
	Large extent	14.1%	23.0%	17.4%
Total		100.0%	100.0%	100.0%

**q26\_r8 -  
Base newspaper \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r8 - Base newspaper	Small extent	51.7%	47.7%	51.1%
	Moderate extent	32.0%	28.2%	31.5%
	Large extent	16.3%	24.1%	17.4%
Total		100.0%	100.0%	100.0%

**q26\_r9 -  
Command Career Counselor \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r9 - Command Career Counselor	Small extent	38.6%	35.1%	22.0%	34.2%
	Moderate extent	26.7%	25.1%	33.6%	26.6%
	Large extent	34.7%	39.8%	44.4%	39.2%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r9 -  
Command Career Counselor \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r9 - Command Career Counselor	Small extent	39.4%	25.6%
	Moderate extent	26.2%	27.2%
	Large extent	34.4%	47.3%
Total		100.0%	100.0%

**q26\_r9 -  
Command Career Counselor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q26_r9 - Command Career Counselor	Small extent	34.9%	29.9%
	Moderate extent	26.5%	26.6%
	Large extent	38.5%	43.5%
Total		100.0%	100.0%

**q26\_r10 - All Hands Magazine \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q26_r10 - All Hands Magazine	Small extent	46.8%	43.9%	41.7%
	Moderate extent	28.3%	29.6%	38.2%
	Large extent	24.9%	26.5%	20.1%
Total		100.0%	100.0%	100.0%

**q26\_r10 - All Hands Magazine \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r10 - All Hands Magazine	Small extent	50.6%	33.7%
	Moderate extent	27.7%	34.9%
	Large extent	21.7%	31.3%
Total		100.0%	100.0%

**q26\_r10 - All Hands Magazine \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r10 - All Hands Magazine	Small extent	44.7%	41.5%	44.3%
	Moderate extent	30.8%	28.2%	30.4%
	Large extent	24.5%	30.4%	25.3%
Total		100.0%	100.0%	100.0%

**q26\_r11 - Navy Times \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r11 - Navy Times	Small extent	41.7%	37.2%	40.8%	38.7%
	Moderate extent	29.2%	29.4%	32.2%	29.7%
	Large extent	29.0%	33.4%	27.0%	31.6%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r11 - Navy Times \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r11 - Navy Times	Small extent	44.5%	29.0%	38.7%
	Moderate extent	28.9%	31.0%	29.7%
	Large extent	26.6%	40.0%	31.6%
Total		100.0%	100.0%	100.0%

**q26\_r11 - Navy Times \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r11 - Navy Times	Small extent	39.0%	37.0%	38.7%
	Moderate extent	30.4%	25.4%	29.7%
	Large extent	30.6%	37.6%	31.6%
Total		100.0%	100.0%	100.0%

**q26\_r12 - Ombudsman \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r12 - ...	Small extent	70.7%	71.2%	71.4%	71.1%

**q26\_r12 -  
Ombudsman \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r12 - Ombudsman	Moderate extent	19.7%	21.7%	19.7%	21.0%
	Large extent	9.7%	7.1%	8.8%	7.9%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r12 -  
Ombudsman \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r12 - Ombudsman	Small extent	75.7%	63.5%	71.1%
	Moderate extent	18.3%	25.4%	21.0%
	Large extent	6.0%	11.2%	7.9%
Total		100.0%	100.0%	100.0%

**q26\_r12 -  
Ombudsman \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r12 - Ombudsman	Small extent	71.2%	70.9%	71.1%
	Moderate extent	21.7%	16.5%	21.0%
	Large extent	7.1%	12.6%	7.9%
Total		100.0%	100.0%	100.0%

**q26\_r13 -  
Fleet & Family Support Center \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r13 - Fleet & Family Support Center	Small extent	61.5%	57.2%	50.0%	57.3%
	Moderate extent	24.1%	27.1%	31.7%	27.0%
	Large extent	14.4%	15.7%	18.3%	15.7%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r13 -  
Fleet & Family Support Center \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r13 - Fleet & Family Support Center	Small extent	64.0%	46.0%	57.3%
	Moderate extent	25.3%	29.9%	27.0%
	Large extent	10.7%	24.2%	15.7%
Total		100.0%	100.0%	100.0%

**q26\_r13 -  
Fleet & Family Support Center \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r13 - Fleet & Family Support Center	Small extent	57.8%	53.7%	57.3%
	Moderate extent	27.5%	24.0%	27.0%
	Large extent	14.7%	22.2%	15.7%
Total		100.0%	100.0%	100.0%

**q26\_r14 - All hands call with a Flag officer \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q26_r14 - All hands call with a Flag officer	Small extent	65.5%	61.2%	65.6%	62.7%
	Moderate extent	20.2%	21.9%	21.4%	21.5%
	Large extent	14.3%	16.9%	13.0%	15.8%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r14 - All hands call with a Flag officer \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r14 - All hands call with a Flag officer	Small extent	69.9%	50.8%	62.7%
	Moderate extent	17.5%	28.1%	21.5%
	Large extent	12.6%	21.1%	15.8%
Total		100.0%	100.0%	100.0%

**q26\_r14 - All hands call with a Flag officer \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q26_r14 - All hands call with a Flag officer	Small extent	62.4%	64.6%
	Moderate extent	21.9%	18.7%
	Large extent	15.7%	16.7%
Total		100.0%	100.0%

**q26\_r15 -  
Daily News Update \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q26_r15 - Daily News Update	Small extent	58.3%	54.8%	54.4%
	Moderate extent	23.7%	27.9%	28.1%
	Large extent	18.0%	17.3%	17.5%
Total		100.0%	100.0%	100.0%

**q26\_r15 -  
Daily News Update \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r15 - Daily News Update	Small extent	63.3%	42.5%
	Moderate extent	23.2%	33.3%
	Large extent	13.5%	24.1%
Total		100.0%	100.0%

**q26\_r15 -  
Daily News Update \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q26_r15 - Daily News Update	Small extent	56.3%	51.1%
	Moderate extent	26.7%	29.0%
	Large extent	17.1%	20.0%
Total		100.0%	100.0%

**q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career. \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career.	Agree	40.9%	52.0%	55.8%	50.0%
	Neither agree nor disagree	42.7%	31.0%	28.8%	33.4%
	Disagree	16.5%	17.0%	15.4%	16.6%
Total		100.0%	100.0%	100.0%	100.0%

**q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career. \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career.	Agree	46.3%	56.2%	50.0%
	Neither agree nor disagree	34.0%	32.2%	33.4%
	Disagree	19.6%	11.6%	16.6%
Total		100.0%	100.0%	100.0%

**q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career.	Agree	50.1%	49.0%	50.0%
	Neither agree nor disagree	32.8%	37.1%	33.4%
	Disagree	17.1%	13.9%	16.6%
Total		100.0%	100.0%	100.0%

**q28\_r1 - Five-Vector Model (5VM) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q28_r1 - Five-Vector Model (5VM)	Daily	.5%	.2%	.1%	.2%
	3-4 times a week	1.8%	.7%	.1%	.8%
	1-2 times a week	3.1%	2.7%	1.4%	2.6%
	Less than once a week	4.9%	7.2%	5.9%	6.5%

**q28\_r1 - Five-Vector Model (5VM) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q28_r1 - Five-Vector Model (5VM)	Less than once a month	23.3%	30.0%	43.0%	30.1%
	Never	66.5%	59.3%	49.3%	59.7%
Total		100.0%	100.0%	100.0%	100.0%

**q28\_r1 - Five-Vector Model (5VM) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q28_r1 - Five-Vector Model (5VM)	Daily	.3%	.2%	.2%
	3-4 times a week	.3%	1.7%	.8%
	1-2 times a week	1.8%	4.0%	2.6%
	Less than once a week	5.7%	8.0%	6.5%
	Less than once a month	28.7%	32.5%	30.1%
	Never	63.3%	53.5%	59.7%
Total		100.0%	100.0%	100.0%

**q28\_r1 - Five-Vector Model (5VM) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q28_r1 - Five-Vector Model (5VM)	Daily	.2%	.4%	.2%
	3-4 times a week	.7%	1.7%	.8%
	1-2 times a week	2.8%	1.7%	2.6%
	Less than once a week	6.7%	5.3%	6.5%
	Less than once a month	29.7%	32.6%	30.1%
	Never	59.9%	58.3%	59.7%
Total		100.0%	100.0%	100.0%

**q28\_r2 - CMS/Interactive Detailing/JCMS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q28_r2 - CMS/Interactive Detailing/JCMS	Daily	.9%	.9%	1.2%	.9%
	3-4 times a week	1.8%	2.1%	2.4%	2.1%
	1-2 times a week	5.6%	6.8%	7.6%	6.6%
	Less than once a week	7.0%	8.1%	13.9%	8.6%
	Less than once a month	26.7%	45.0%	52.8%	41.9%

**q28\_r2 -  
CMS/Interactive Detailing/JCMS \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q28_r2 - ...    Never	57.9%	37.1%	22.1%	39.9%
Total	100.0%	100.0%	100.0%	100.0%

**q28\_r2 -  
CMS/Interactive Detailing/JCMS \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q28_r2 - CMS/Interactive Detailing/JCMS	Daily	.6%	1.4%	.9%
	3-4 times a week	1.9%	2.5%	2.1%
	1-2 times a week	4.9%	9.6%	6.6%
	Less than once a week	8.0%	9.6%	8.6%
	Less than once a month	42.1%	41.6%	41.9%
	Never	42.5%	35.3%	39.9%
Total		100.0%	100.0%	100.0%

**q28\_r3 - Navy e-Learning \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q28_r3 - Navy e-Learning	Daily	3.5%	2.6%	1.7%	2.7%
	3-4 times a week	7.0%	6.7%	5.3%	6.6%
	1-2 times a week	14.7%	19.2%	18.2%	18.0%
	Less than once a week	21.4%	26.4%	25.2%	25.1%
	Less than once a month	39.8%	37.2%	47.2%	39.0%
	Never	13.7%	7.8%	2.4%	8.5%
Total		100.0%	100.0%	100.0%	100.0%

**q28\_r3 - Navy e-Learning \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q28_r3 - Navy e-Learning	Daily	2.1%	3.8%	2.7%
	3-4 times a week	5.7%	8.1%	6.6%
	1-2 times a week	16.8%	20.1%	18.0%
	Less than once a week	25.2%	25.0%	25.1%
	Less than once a month	39.9%	37.7%	39.0%

**q28\_r3 - Navy e-Learning \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q28_r3 - Navy e-Learning	Never	10.4%	5.3%
Total		100.0%	100.0%

**q28\_r3 - Navy e-Learning \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q28_r3 - Navy e-Learning	Daily	2.5%	3.8%	2.7%
	3-4 times a week	6.2%	8.9%	6.6%
	1-2 times a week	18.4%	15.5%	18.0%
	Less than once a week	24.8%	27.2%	25.1%
	Less than once a month	39.0%	39.5%	39.0%
	Never	9.0%	5.1%	8.5%
Total		100.0%	100.0%	100.0%

**q28\_r4 - Electronic Training Jacket \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q28_r4 - Electronic Training Jacket	Daily	1.1%	1.1%	1.1%	1.1%
	3-4 times a week	2.9%	3.7%	3.0%	3.5%
	1-2 times a week	9.0%	10.7%	10.2%	10.3%
	Less than once a week	13.8%	19.2%	24.6%	18.7%
	Less than once a month	35.9%	45.8%	54.4%	44.7%
	Never	37.2%	19.5%	6.7%	21.9%
Total		100.0%	100.0%	100.0%	100.0%

**q28\_r4 - Electronic Training Jacket \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q28_r4 - Electronic Training Jacket	Daily	.8%	1.9%	.9%
	3-4 times a week	2.1%	2.0%	2.1%
	1-2 times a week	7.0%	4.2%	6.6%
	Less than once a week	8.8%	7.4%	8.6%
	Less than once a month	42.3%	39.4%	41.9%
	Never	39.0%	45.1%	39.9%
Total		100.0%	100.0%	100.0%

**q28\_r4 - Electronic Training Jacket \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q28_r4 - Electronic Training Jacket	Daily	1.0%	1.7%	1.1%
	3-4 times a week	3.7%	1.8%	3.5%
	1-2 times a week	10.1%	11.4%	10.3%
	Less than once a week	19.2%	15.4%	18.7%
	Less than once a month	44.0%	48.5%	44.7%
	Never	22.0%	21.1%	21.9%
Total		100.0%	100.0%	100.0%

**q28\_r5 -  
SMART \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q28_r5 - SMART	Daily	.7%	.5%	.9%	.6%
	3-4 times a week	2.9%	3.2%	1.3%	2.9%
	1-2 times a week	6.9%	8.4%	7.5%	8.0%
	Less than once a week	11.7%	18.7%	20.9%	17.4%
	Less than once a month	34.4%	46.4%	60.8%	45.5%
	Never	43.4%	22.7%	8.6%	25.6%
Total		100.0%	100.0%	100.0%	100.0%

**q28\_r5 -  
SMART \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q28_r5 - SMART	Daily	.2%	1.3%	.6%
	3-4 times a week	2.9%	3.0%	2.9%
	1-2 times a week	5.8%	11.6%	8.0%
	Less than once a week	15.5%	20.6%	17.4%
	Less than once a month	46.7%	43.5%	45.5%
	Never	28.9%	19.9%	25.6%
Total		100.0%	100.0%	100.0%

**q28\_r5 -  
SMART \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q28_r5 - SMART	Daily	.5%	1.1%	.6%
	3-4 times a week	3.0%	2.5%	2.9%
	1-2 times a week	7.6%	10.3%	8.0%
	Less than once a week	17.7%	15.7%	17.4%
	Less than once a month	45.3%	47.1%	45.5%
	Never	26.0%	23.3%	25.6%
Total		100.0%	100.0%	100.0%

**q28\_r6 -  
Navy College \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q28_r6 - Navy College	Daily	.7%	.8%	.7%	.8%
	3-4 times a week	3.6%	2.9%	1.8%	2.9%
	1-2 times a week	7.1%	9.6%	6.7%	8.7%
	Less than once a week	14.0%	14.3%	17.8%	14.7%
	Less than once a month	30.3%	37.8%	55.0%	38.3%
	Never	44.3%	34.5%	18.1%	34.6%
Total		100.0%	100.0%	100.0%	100.0%

**q28\_r6 -  
Navy College \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q28_r6 - Navy College	Daily	.3%	1.5%	.8%
	3-4 times a week	2.5%	3.7%	2.9%
	1-2 times a week	6.8%	11.8%	8.7%
	Less than once a week	13.6%	16.5%	14.7%
	Less than once a month	37.3%	40.0%	38.3%
	Never	39.4%	26.6%	34.6%
Total		100.0%	100.0%	100.0%

**q28\_r6 -  
Navy College \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q28_r6 - Navy College	Daily	.7%	1.1%	.8%
	3-4 times a week	2.8%	3.5%	2.9%
	1-2 times a week	8.3%	11.0%	8.7%
	Less than once a week	14.6%	15.2%	14.7%
	Less than once a month	38.1%	39.6%	38.3%
	Never	35.5%	29.6%	34.6%
Total		100.0%	100.0%	100.0%

q29 -

**CURRENT ASSIGNMENT**

I am currently assigned to: \* paygrp Crosstabulation

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q29 -  CURRENT ASSIGNMENT  I am currently assigned to: Total	Sea duty	58.9%	52.7%	35.5%	51.9%
	Shore duty	39.4%	46.2%	64.3%	47.0%
	Don't know	1.7%	1.1%	.1%	1.1%
		100.0%	100.0%	100.0%	100.0%

q29 -

**CURRENT ASSIGNMENT**

I am currently assigned to: \* racegrp Crosstabulation

% within racegrp

		racegrp		Total
		majority	minority	
q29 - Sea duty ...	Sea duty	52.3%	51.2%	51.9%
	...			

q29 -

#### CURRENT ASSIGNMENT

I am currently assigned to: \* racegrp Crosstabulation

% within racegrp

		racegrp		Total
		majority	minority	
q29 -	Shore duty	46.7%	47.5%	47.0%
	Don't know	1.0%	1.3%	1.1%
CURRENT ASSIGNMENT				
...				
Total		100.0%	100.0%	100.0%

q29 -

#### CURRENT ASSIGNMENT

I am currently assigned to: \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q29 -	Sea duty	53.3%	43.3%	51.9%
	Shore duty	45.5%	56.0%	47.0%
CURRENT ASSIGNMENT				
	Don't know	1.2%	.7%	1.1%
I am currently assigned to:				
Total		100.0%	100.0%	100.0%

q30 - What type of duty or billet is your current assignment? \* paygrp Crosstabulation

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q30 - What type of duty or billet is your current assignment?	CONUS Shore Duty (Type 1)	24.3%	32.2%	52.1%	33.0%
	CONUS Homeported Deployable Sea Duty (Type 2)	31.3%	32.8%	27.3%	31.7%
	OCONUS Shore Duty (counts as sea duty for rotational purpose)	3.1%	3.8%	3.7%	3.7%

**q30 - What type of duty or billet is your current assignment? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q30 - What type of duty or billet is your current assignment?				
OCONUS Homeported Deployable Sea Duty (Type 4)	8.9%	11.7%	6.3%	10.4%
OCONUS "Preferred" Shore Duty (Type 6)	2.0%	3.4%	6.1%	3.4%
Other duty (i.e., Duty Under Instruction, special duty, etc.)	5.8%	8.0%	3.6%	6.9%
Don't know	24.6%	8.1%	1.0%	11.0%
Total	100.0%	100.0%	100.0%	100.0%

**q30 - What type of duty or billet is your current assignment? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q30 - What type of duty or billet is your current assignment?			
CONUS Shore Duty (Type 1)	32.2%	34.2%	33.0%
CONUS Homeported Deployable Sea Duty (Type 2)	31.3%	32.6%	31.7%
OCONUS Shore Duty (counts as sea duty for rotational purpose)	3.1%	4.6%	3.7%
OCONUS Homeported Deployable Sea Duty (Type 4)	10.8%	9.6%	10.4%
OCONUS "Preferred" Shore Duty (Type 6)	2.7%	4.6%	3.4%
Other duty (i.e., Duty Under Instruction, special duty, etc.)	8.1%	4.8%	6.9%
Don't know	11.8%	9.6%	11.0%
Total	100.0%	100.0%	100.0%

**q30 - What type of duty or billet is your current assignment? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q30 - What type of duty or billet is your current assignment?			
CONUS Shore Duty (Type 1)	32.4%	36.3%	33.0%
CONUS Homeported Deployable Sea Duty (Type 2)	32.5%	27.3%	31.7%

**q30 - What type of duty or billet is your current assignment? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q30 - What type of duty or billet is your current assignment?	OCONUS Shore Duty (counts as sea duty for rotational purpose)	3.3%	5.7%	3.7%
	OCONUS Homeported Deployable Sea Duty (Type 4)	11.0%	6.3%	10.4%
	OCONUS "Preferred" Shore Duty (Type 6)	3.2%	4.6%	3.4%
	Other duty (i.e., Duty Under Instruction, special duty, etc.)	6.8%	7.7%	6.9%
	Don't know	10.8%	12.1%	11.0%
Total		100.0%	100.0%	100.0%

**q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)? \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)?	Yes	9.5%	8.3%	5.2%	8.2%
	No	90.5%	91.7%	94.8%	91.8%
Total		100.0%	100.0%	100.0%	100.0%

**q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)? \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)?	Yes	6.3%	11.4%	8.2%
	No	93.7%	88.6%	91.8%
Total		100.0%	100.0%	100.0%

**q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)?	Yes	8.8%	4.1%	8.2%
	No	91.2%	95.9%	91.8%
Total		100.0%	100.0%	100.0%

**q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported?	Alaska or Hawaii	2.3%	4.4%	3.5%	3.8%
	Caribbean	.9%	.2%		.3%
	CONUS - East Coast	45.7%	41.1%	49.6%	43.2%
	CONUS - West Coast	32.1%	32.9%	25.7%	31.8%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	1.6%	5.0%	7.2%	4.5%
	Europe (including the Mediterranean)	1.8%	3.3%	1.7%	2.7%
	Far East	3.2%	6.2%	6.5%	5.5%
	Middle East (including the African continent)	1.4%	1.4%	1.3%	1.4%
	South or Central America	.2%	.4%		.3%
	Other	11.0%	5.2%	4.5%	6.4%
Total		100.0%	100.0%	100.0%	100.0%

**q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported?	Alaska or Hawaii	3.3%	4.8%	3.8%
	Caribbean	.2%	.6%	.3%
	CONUS - East Coast	45.3%	39.7%	43.2%
	CONUS - West Coast	31.3%	32.7%	31.8%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	4.9%	3.9%	4.5%
	Europe (including the Mediterranean)	2.9%	2.5%	2.7%
	Far East	5.6%	5.5%	5.5%
	Middle East (including the African continent)	.9%	2.2%	1.4%
	South or Central America		.8%	.3%
	Other	5.8%	7.4%	6.4%
Total		100.0%	100.0%	100.0%

**q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported?	Alaska or Hawaii	3.7%	4.4%	3.8%
	Caribbean	.3%	.3%	.3%
	CONUS - East Coast	42.7%	46.1%	43.2%
	CONUS - West Coast	32.3%	28.5%	31.8%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	4.1%	6.7%	4.5%
	Europe (including the Mediterranean)	2.5%	3.8%	2.7%
	Far East	5.8%	3.7%	5.5%
	Middle East (including the African continent)	1.5%	.5%	1.4%
	South or Central America	.3%		.3%
	Other	6.5%	5.8%	6.4%
Total		100.0%	100.0%	100.0%

**q33 - What is your community? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q33 - What is your community?	Surface	33.5%	40.6%	49.1%	40.1%
	Aviation	41.6%	33.0%	22.8%	33.6%
	Submarine	2.0%	5.0%	7.8%	4.7%
	Medical	10.4%	7.1%	4.3%	7.5%
	Other (e.g., Supply, Marine/expeditionary support, etc.)	12.5%	14.3%	16.1%	14.1%
Total		100.0%	100.0%	100.0%	100.0%

**q33 - What is your community? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q33 - What is your community?	Surface	38.7%	42.4%	40.1%
	Aviation	35.1%	31.1%	33.6%
	Submarine	5.8%	2.8%	4.7%
	Medical	5.7%	10.5%	7.5%

**q33 - What is your community? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q33 - What is your community? Other (e.g., Supply, Marine/expeditionary support, etc.)	14.6%	13.3%	14.1%
Total	100.0%	100.0%	100.0%

**q33 - What is your community? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q33 - What is your community? Surface	40.2%	39.8%	40.1%
Aviation	34.5%	27.9%	33.6%
Submarine	5.4%	.3%	4.7%
Medical	6.5%	13.7%	7.5%
Other (e.g., Supply, Marine/expeditionary support, etc.)	13.5%	18.3%	14.1%
Total	100.0%	100.0%	100.0%

**q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? None	37.5%	34.9%	24.5%	34.2%
1-49 days	15.0%	18.6%	32.0%	19.5%
50-99 days	10.2%	8.4%	15.3%	9.7%
100-149 days	11.1%	9.1%	10.3%	9.7%
150-199 days	11.3%	11.6%	7.4%	11.0%
200-249 days	8.2%	9.7%	6.6%	9.0%
250-299 days	4.4%	5.0%	2.6%	4.5%
300 or more days	2.5%	2.6%	1.2%	2.4%
Total	100.0%	100.0%	100.0%	100.0%

**q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q34 How many days in the past 12 months hav... None	34.8%	33.0%	34.2%
1-49 days	19.2%	20.0%	19.5%

**q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station?	50-99 days	10.1%	9.0%
	100-149 days	10.5%	8.4%
	150-199 days	9.8%	13.1%
	200-249 days	9.9%	7.5%
	250-299 days	3.5%	6.2%
	300 or more days	2.2%	2.8%
Total	100.0%	100.0%	100.0%

**q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station?	None	32.4%	44.7%
	1-49 days	19.9%	17.2%
	50-99 days	9.7%	9.5%
	100-149 days	10.1%	7.3%
	150-199 days	11.3%	9.5%
	200-249 days	9.4%	6.4%
Total	250-299 days	4.7%	3.6%
	300 or more days	2.5%	1.9%
Total	100.0%	100.0%	100.0%

**q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport)	Agree	48.6%	54.1%	71.3%
	Neither agree nor disagree	24.7%	21.0%	14.2%
	Disagree	26.7%	24.9%	14.5%
Total	100.0%	100.0%	100.0%	100.0%

**q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport) \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport)	Agree	54.8%	55.0%
	Neither agree nor disagree	20.5%	21.0%
	Disagree	24.7%	24.0%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport)	Agree	53.6%	55.0%
	Neither agree nor disagree	21.4%	21.0%
	Disagree	25.0%	24.0%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on shore duty \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q35 I am satisfied with the amount of time I have spent on shore duty	Agree	33.3%	43.3%	45.1%
	Neither agree nor disagree	45.8%	33.7%	33.7%
	Disagree	20.9%	23.0%	21.2%
Total		100.0%	100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on shore duty \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q35 I am satisfied with the amount of time I have spent on shore duty	Agree	42.6%	45.1%
	Neither agree nor disagree	35.1%	33.7%
	Disagree	22.4%	21.2%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on shore duty \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q35 I am satisfied with the amount of time I have spent on shore duty	Agree	43.9%	52.4%
	Neither agree nor disagree	34.3%	29.9%
	Disagree	21.8%	17.6%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on sea duty \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q35 I am satisfied with the amount of time I have spent on sea duty	Agree	32.0%	43.1%	70.8%
	Neither agree nor disagree	45.2%	33.1%	16.8%
	Disagree	22.8%	23.8%	12.4%
Total		100.0%	100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on sea duty \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q35 I am satisfied with the amount of time I have spent on sea duty	Agree	44.0%	44.5%
	Neither agree nor disagree	33.7%	33.8%
	Disagree	22.3%	21.7%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on sea duty \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q35 I am satisfied with the amount of time I have spent on sea duty	Agree	43.7%	46.8%
	Neither agree nor disagree	33.8%	33.5%
	Disagree	22.5%	19.6%
Total		100.0%	100.0%

**q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life?	Does not apply, I have not been away from my permanent duty	27.8%	25.6%	17.6%	25.0%
	Positive effect	23.2%	23.1%	32.8%	24.4%
	Neither positive nor negative effect	25.8%	29.6%	37.9%	29.8%
	Negative effect	23.2%	21.7%	11.7%	20.8%
Total		100.0%	100.0%	100.0%	100.0%

**q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total	
	majority	minority		
q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life?	Does not apply, I have not been away from my permanent duty	24.7%	25.7%	25.0%
	Positive effect	23.0%	26.7%	24.4%
	Neither positive nor negative effect	29.9%	29.7%	29.8%
	Negative effect	22.4%	18.0%	20.8%
Total		100.0%	100.0%	100.0%

**q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life?	Does not apply, I have not been away from my permanent duty	23.2%	36.3%	25.0%
	Positive effect	24.7%	22.7%	24.4%
	Neither positive nor negative effect	30.7%	24.4%	29.8%
	Negative effect	21.4%	16.6%	20.8%
Total		100.0%	100.0%	100.0%

**q37 My Navy career gets in the way of my ability to have or maintain a personal life \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q37 My Navy career gets in the way of my ability to have or maintain a personal life	Agree	49.7%	46.9%	25.1%	44.8%
	Neither agree nor disagree	27.3%	26.8%	30.9%	27.4%
	Disagree	23.0%	26.3%	44.1%	27.8%
Total		100.0%	100.0%	100.0%	100.0%

**q37 My Navy career gets in the way of my ability to have or maintain a personal life \*  
racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q37 My Navy career gets in the way of my ability to have or maintain a personal life	Agree	45.7%	43.2%	44.8%
	Neither agree nor disagree	26.7%	28.6%	27.4%
	Disagree	27.6%	28.2%	27.8%
Total		100.0%	100.0%	100.0%

**q37 My Navy career gets in the way of my ability to have or maintain a personal life \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q37 My Navy career gets in the way of my ability to have or maintain a personal life	Agree	44.8%	44.3%	44.8%
	Neither agree nor disagree	27.5%	26.6%	27.4%
	Disagree	27.6%	29.1%	27.8%
Total		100.0%	100.0%	100.0%

**q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life	Agree	70.5%	65.0%	57.3%	65.3%
	Neither agree nor disagree	17.4%	18.1%	20.3%	18.2%
	Disagree	12.1%	16.9%	22.4%	16.5%
Total		100.0%	100.0%	100.0%	100.0%

**q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life	Agree	66.6%	63.0%	65.3%
	Neither agree nor disagree	17.2%	19.9%	18.2%
	Disagree	16.1%	17.1%	16.5%
Total		100.0%	100.0%	100.0%

**q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life	Agree	65.6%	63.3%	65.3%
	Neither agree nor disagree	18.1%	19.3%	18.2%
	Disagree	16.3%	17.4%	16.5%
Total		100.0%	100.0%	100.0%

**q37 I have difficulty juggling the demands of my personal life and my Navy career \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q37 I have difficulty juggling the demands of my personal life and my Navy career	Agree	39.5%	35.8%	18.3%	34.4%
	Neither agree nor disagree	28.9%	29.0%	28.3%	28.9%
	Disagree	31.6%	35.1%	53.4%	36.7%
Total		100.0%	100.0%	100.0%	100.0%

**q37 I have difficulty juggling the demands of my personal life and my Navy career \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q37 I have difficulty juggling the demands of my personal life and my Navy career	Agree	33.8%	35.4%	34.4%
	Neither agree nor disagree	29.4%	28.2%	28.9%
	Disagree	36.8%	36.4%	36.7%
Total		100.0%	100.0%	100.0%

**q37 I have difficulty juggling the demands of my personal life and my Navy career \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q37 I have difficulty juggling the demands of my personal life and my Navy career	Agree	34.5%	34.0%	34.4%
	Neither agree nor disagree	28.5%	31.5%	28.9%
	Disagree	37.0%	34.4%	36.7%
Total		100.0%	100.0%	100.0%

**q38 Is your immediate supervisor: \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q38 Is your immediate supervisor:	Navy	98.2%	96.3%	91.6%	96.1%
	Other Military	1.4%	1.2%	2.2%	1.4%
	Civilian	.4%	2.4%	6.3%	2.5%
Total		100.0%	100.0%	100.0%	100.0%

**q38 Is your immediate supervisor: \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q38 Is your immediate supervisor:	Navy	96.5%	95.4%	96.1%
	Other Military	1.5%	1.3%	1.4%
	Civilian	2.0%	3.3%	2.5%
Total		100.0%	100.0%	100.0%

**q38 Is your immediate supervisor: \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q38 Is your immediate supervisor:	Navy	96.2%	96.0%	96.1%
	Other Military	1.5%	.8%	1.4%
	Civilian	2.3%	3.2%	2.5%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor has adequate training/expertise to do his/her job \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q39 My immediate supervisor has adequate training/expertise to do his/her job	Agree	79.0%	76.2%	84.4%	77.9%
	Neither agree nor disagree	10.5%	10.6%	8.1%	10.2%
	Disagree	10.5%	13.3%	7.5%	11.9%
Total		100.0%	100.0%	100.0%	100.0%

**q39 My immediate supervisor has adequate training/expertise to do his/her job \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q39 My immediate supervisor has adequate training/expertise to do his/her job	Agree	78.4%	76.9%	77.9%
	Neither agree nor disagree	9.0%	12.2%	10.2%
	Disagree	12.6%	10.8%	11.9%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor has adequate training/expertise to do his/her job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q39 My immediate supervisor has adequate training/expertise to do his/her job	Agree	78.5%	74.2%	77.9%
	Neither agree nor disagree	9.9%	12.4%	10.2%
	Disagree	11.7%	13.4%	11.9%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor deals well with subordinates \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q39 My immediate supervisor deals well with subordinates	Agree	72.1%	66.1%	79.6%	69.2%
	Neither agree nor disagree	14.6%	14.4%	9.6%	13.8%
	Disagree	13.3%	19.6%	10.8%	17.0%
Total		100.0%	100.0%	100.0%	100.0%

**q39 My immediate supervisor deals well with subordinates \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q39 My immediate supervisor deals well with subordinates	Agree	69.5%	68.7%	69.2%
	Neither agree nor disagree	12.3%	16.3%	13.8%
	Disagree	18.2%	15.0%	17.0%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor deals well with subordinates \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q39 My immediate supervisor deals well with subordinates	Agree	70.4%	61.5%	69.2%
	Neither agree nor disagree	13.8%	13.9%	13.8%
	Disagree	15.8%	24.6%	17.0%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor deals well with superiors in the chain of command \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q39 My immediate supervisor deals well with superiors in the chain of command	Agree	74.3%	69.4%	80.4%	71.9%
	Neither agree nor disagree	15.3%	16.7%	12.9%	15.9%
	Disagree	10.4%	13.9%	6.7%	12.2%
Total		100.0%	100.0%	100.0%	100.0%

**q39 My immediate supervisor deals well with superiors in the chain of command \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q39 My immediate supervisor deals well with superiors in the chain of command	Agree	70.9%	73.5%	71.9%
	Neither agree nor disagree	15.4%	16.8%	15.9%
	Disagree	13.7%	9.7%	12.2%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor deals well with superiors in the chain of command \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q39 My immediate supervisor deals well with superiors in the chain of command	Agree	72.9%	65.9%	71.9%
	Neither agree nor disagree	15.7%	17.4%	15.9%
	Disagree	11.4%	16.7%	12.2%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor provides adequate support and guidance \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q39 My immediate supervisor provides adequate support and guidance	Agree	66.5%	65.6%	73.7%	66.9%
	Neither agree nor disagree	17.0%	16.2%	15.0%	16.2%
	Disagree	16.4%	18.2%	11.3%	16.9%
Total		100.0%	100.0%	100.0%	100.0%

**q39 My immediate supervisor provides adequate support and guidance \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q39 My immediate supervisor provides adequate support and guidance	Agree	66.3%	67.9%	66.9%
	Neither agree nor disagree	15.5%	17.4%	16.2%
	Disagree	18.2%	14.7%	16.9%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor provides adequate support and guidance \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q39 My immediate supervisor provides adequate support and guidance	Agree	68.2%	58.5%	66.9%
	Neither agree nor disagree	16.0%	17.6%	16.2%
	Disagree	15.8%	23.8%	16.9%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor is responsive to Sailor needs and concerns \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q39 My immediate supervisor is responsive to Sailor needs and concerns	Agree	68.6%	65.6%	79.3%	68.1%
	Neither agree nor disagree	16.3%	16.7%	13.3%	16.2%
	Disagree	15.1%	17.7%	7.4%	15.8%
Total		100.0%	100.0%	100.0%	100.0%

**q39 My immediate supervisor is responsive to Sailor needs and concerns \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q39 My immediate supervisor is responsive to Sailor needs and concerns	Agree	67.0%	69.9%	68.1%
	Neither agree nor disagree	16.1%	16.2%	16.2%
	Disagree	16.9%	13.9%	15.8%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor is responsive to Sailor needs and concerns \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q39 My immediate supervisor is responsive to Sailor needs and concerns	Agree	69.1%	61.9%	68.1%
	Neither agree nor disagree	15.7%	18.9%	16.2%
	Disagree	15.2%	19.2%	15.8%
Total		100.0%	100.0%	100.0%

**q39 Overall, I am satisfied with my immediate supervisor \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q39 Overall, I am satisfied with my immediate supervisor	Agree	69.0%	66.7%	79.4%	68.8%
	Neither agree nor disagree	15.8%	15.6%	11.4%	15.1%
	Disagree	15.2%	17.7%	9.2%	16.1%
Total		100.0%	100.0%	100.0%	100.0%

**q39 Overall, I am satisfied with my immediate supervisor \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q39 Overall, I am satisfied with my immediate supervisor	Agree	69.6%	67.6%	68.8%
	Neither agree nor disagree	13.4%	17.9%	15.1%
	Disagree	17.0%	14.5%	16.1%
Total		100.0%	100.0%	100.0%

**q39 Overall, I am satisfied with my immediate supervisor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q39 Overall, I am satisfied with my immediate supervisor	Agree	70.4%	59.2%	68.8%
	Neither agree nor disagree	14.4%	19.3%	15.1%
	Disagree	15.2%	21.5%	16.1%
Total		100.0%	100.0%	100.0%

**q40 My command leadership has adequate training/expertise to do their job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q40 My command leadership has adequate training/expertise to do their job	Agree	71.4%	70.7%	87.3%	73.0%
	Neither agree nor disagree	16.0%	16.9%	8.5%	15.6%
	Disagree	7.0%	9.3%	4.2%	8.1%
	Don't know/ Not applicable	5.6%	3.1%		3.3%
Total		100.0%	100.0%	100.0%	100.0%

**q40 My command leadership has adequate training/expertise to do their job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 My command leadership has adequate training/expertise to do their job	Agree	72.4%	74.0%	73.0%
	Neither agree nor disagree	14.8%	16.9%	15.6%
	Disagree	9.1%	6.5%	8.1%

**q40 My command leadership has adequate training/expertise to do their job \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q40 My command leadership has adequa...	3.7%	2.6%	3.3%
Total	100.0%	100.0%	100.0%

**q40 My command leadership has adequate training/expertise to do their job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q40 My command leadership has adequate training/expertise to do their job	Agree	73.3%	70.7%
	Neither agree nor disagree	15.4%	17.1%
	Disagree	8.3%	6.9%
	Don't know/ Not applicable	3.0%	5.2%
Total		100.0%	100.0%

**q40 My command leadership deals well with subordinates \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q40 My command leadership deals well with subordinates	Agree	56.7%	55.1%	77.2%
	Neither agree nor disagree	20.6%	21.5%	14.9%
	Disagree	16.0%	20.6%	7.7%
	Don't know/ Not applicable	6.8%	2.7%	.2%
Total		100.0%	100.0%	100.0%

**q40 My command leadership deals well with subordinates \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q40 My command leadership deals well with subordinates	Agree	56.3%	61.7%
	Neither agree nor disagree	19.7%	21.7%
	Disagree	20.0%	14.5%
	Don't know/ Not applicable	4.1%	2.1%
Total		100.0%	100.0%

**q40 My command leadership deals well with subordinates \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command leadership deals well with subordinates	Agree	58.6%	56.3%	58.3%
	Neither agree nor disagree	20.4%	20.8%	20.4%
	Disagree	17.9%	18.0%	17.9%
	Don't know/ Not applicable	3.1%	4.8%	3.3%
Total		100.0%	100.0%	100.0%

**q40 My command leadership deals well with superiors in the chain of command \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q40 My command leadership deals well with superiors in the chain of command	Agree	61.7%	58.7%	79.1%	62.0%
	Neither agree nor disagree	20.9%	23.6%	14.9%	21.9%
	Disagree	8.8%	9.8%	3.2%	8.7%
	Don't know/ Not applicable	8.6%	7.9%	2.8%	7.4%
Total		100.0%	100.0%	100.0%	100.0%

**q40 My command leadership deals well with superiors in the chain of command \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 My command leadership deals well with superiors in the chain of command	Agree	60.2%	65.1%	62.0%
	Neither agree nor disagree	22.0%	21.6%	21.9%
	Disagree	9.0%	8.2%	8.7%
	Don't know/ Not applicable	8.7%	5.2%	7.4%
Total		100.0%	100.0%	100.0%

**q40 My command leadership deals well with superiors in the chain of command \* q77  
- What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command ...	Agree	62.2%	61.2%	62.0%

**q40 My command leadership deals well with superiors in the chain of command \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command leadership deals well with superiors in the chain of command	Neither agree nor disagree	22.1%	20.2%	21.9%
	Disagree	8.5%	9.8%	8.7%
	Don't know/ Not applicable	7.2%	8.8%	7.4%
Total		100.0%	100.0%	100.0%

**q40 My command leadership provides adequate support and guidance \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q40 My command leadership provides adequate support and guidance	Agree	56.1%	56.9%	76.2%	59.2%
	Neither agree nor disagree	22.7%	22.8%	15.3%	21.8%
	Disagree	15.8%	18.0%	8.5%	16.3%
Total	Don't know/ Not applicable	5.3%	2.2%		2.6%
		100.0%	100.0%	100.0%	100.0%

**q40 My command leadership provides adequate support and guidance \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 My command leadership provides adequate support and guidance	Agree	58.0%	61.2%	59.2%
	Neither agree nor disagree	20.6%	24.0%	21.8%
	Disagree	18.1%	13.2%	16.3%
Total	Don't know/ Not applicable	3.3%	1.5%	2.6%
		100.0%	100.0%	100.0%

**q40 My command leadership provides adequate support and guidance \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command leadership provides adequate support and ...	Agree	59.6%	56.8%	59.2%
	Neither agree nor disagree	21.8%	22.1%	21.8%

**q40 My command leadership provides adequate support and guidance \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command leadership provides adequate support and ...	Disagree	16.2%	17.1%	16.3%
	Don't know/ Not applicable	2.4%	3.9%	2.6%
Total		100.0%	100.0%	100.0%

**q40 My command leadership is responsive to Sailor needs and concerns \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q40 My command leadership is responsive to Sailor needs and concerns	Agree	53.3%	55.0%	79.7%	57.8%
	Neither agree nor disagree	21.0%	21.1%	13.8%	20.2%
	Disagree	22.0%	22.3%	6.4%	20.2%
	Don't know/ Not applicable	3.7%	1.5%	.1%	1.8%
Total		100.0%	100.0%	100.0%	100.0%

**q40 My command leadership is responsive to Sailor needs and concerns \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 My command leadership is responsive to Sailor needs and concerns	Agree	56.1%	60.6%	57.8%
	Neither agree nor disagree	19.3%	21.6%	20.2%
	Disagree	22.4%	16.5%	20.2%
	Don't know/ Not applicable	2.2%	1.2%	1.8%
Total		100.0%	100.0%	100.0%

**q40 My command leadership is responsive to Sailor needs and concerns \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command leadership is responsive to Sailor needs and concerns	Agree	58.1%	55.9%	57.8%
	Neither agree nor disagree	19.8%	22.1%	20.2%
	Disagree	20.5%	18.6%	20.2%

**q40 My command leadership is responsive to Sailor needs and concerns \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command leadership is responsive to Sailor needs and concerns	Don't know/ Not applicable	1.6%	3.4%	1.8%
Total		100.0%	100.0%	100.0%

**q40 Overall, I am satisfied with my command leadership \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q40 Overall, I am satisfied with my command leadership	Agree	54.5%	57.1%	77.2%	59.0%
	Neither agree nor disagree	22.0%	20.3%	14.2%	19.9%
	Disagree	20.9%	20.8%	8.3%	19.2%
	Don't know/ Not applicable	2.6%	1.9%	.2%	1.8%
Total		100.0%	100.0%	100.0%	100.0%

**q40 Overall, I am satisfied with my command leadership \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 Overall, I am satisfied with my command leadership	Agree	58.8%	59.4%	59.0%
	Neither agree nor disagree	18.9%	21.6%	19.9%
	Disagree	20.3%	17.4%	19.2%
	Don't know/ Not applicable	2.0%	1.6%	1.8%
Total		100.0%	100.0%	100.0%

**q40 Overall, I am satisfied with my command leadership \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 Overall, I am satisfied with my command leadership	Agree	59.2%	58.2%	59.0%
	Neither agree nor disagree	19.8%	20.3%	19.9%
	Disagree	19.4%	18.2%	19.2%
	Don't know/ Not applicable	1.6%	3.3%	1.8%
Total		100.0%	100.0%	100.0%

**q40 My command leadership is trained to effectively help me develop and meet \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q40 My command leadership is trained to effectively help me develop and meet	Agree	49.3%	51.7%	70.3%	53.6%
	Neither agree nor disagree	25.9%	25.7%	19.5%	24.9%
	Disagree	19.7%	19.3%	9.5%	18.1%
	Don't know/ Not applicable	5.1%	3.3%	.7%	3.4%
Total		100.0%	100.0%	100.0%	100.0%

**q40 My command leadership is trained to effectively help me develop and meet \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 My command leadership is trained to effectively help me develop and meet	Agree	53.9%	52.9%	53.6%
	Neither agree nor disagree	23.8%	26.9%	24.9%
	Disagree	18.5%	17.5%	18.1%
	Don't know/ Not applicable	3.8%	2.7%	3.4%
Total		100.0%	100.0%	100.0%

**q40 My command leadership is trained to effectively help me develop and meet \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command leadership is trained to effectively help me develop and meet	Agree	53.7%	52.4%	53.6%
	Neither agree nor disagree	24.9%	25.3%	24.9%
	Disagree	18.1%	18.1%	18.1%
	Don't know/ Not applicable	3.2%	4.2%	3.4%
Total		100.0%	100.0%	100.0%

**q40 My command enlisted leadership is trained to effectively help me develop \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q40 My command ...	Agree	53.5%	53.8%	78.0%	56.8%

**q40 My command enlisted leadership is trained to effectively help me develop \* paygrp**  
**Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q40 My command enlisted leadership is trained to effectively help me develop	Neither agree nor disagree	24.5%	23.1%	13.8%	22.2%
	Disagree	18.0%	20.1%	6.5%	17.9%
	Don't know/ Not applicable	4.1%	3.0%	1.7%	3.1%
Total		100.0%	100.0%	100.0%	100.0%

**q40 My command enlisted leadership is trained to effectively help me develop \* racegrp**  
**Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 My command enlisted leadership is trained to effectively help me develop	Agree	57.4%	55.8%	56.8%
	Neither agree nor disagree	20.7%	24.8%	22.2%
	Disagree	18.3%	17.2%	17.9%
Total	Don't know/ Not applicable	3.6%	2.2%	3.1%
		100.0%	100.0%	100.0%

**q40 My command enlisted leadership is trained to effectively help me develop \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command enlisted leadership is trained to effectively help me develop	Agree	57.6%	51.9%	56.8%
	Neither agree nor disagree	21.7%	25.0%	22.2%
	Disagree	17.7%	19.0%	17.9%
Total	Don't know/ Not applicable	2.9%	4.2%	3.1%
		100.0%	100.0%	100.0%

**q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q41 - Have you attended a Navy Leadership ...	Yes	7.4%	36.7%	35.8%	30.0%

**q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q41 - Have you attended a Navy Leadership ... No	92.6%	63.3%	64.2%	70.0%
Total	100.0%	100.0%	100.0%	100.0%

**q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years? Yes	26.5%	35.9%	30.0%
	73.5%	64.1%	70.0%
Total	100.0%	100.0%	100.0%

**q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years? Yes	29.8%	31.0%	30.0%
	70.2%	69.0%	70.0%
Total	100.0%	100.0%	100.0%

**q42 -**

**LEADERSHIP (Continued)**

**The most recent Leadership Training Continuum course I attended: \* paygrp Crosstabulation**

% within paygrp

	Was of great value in helping me become a better leader/mana	paygrp			Total
		E2-E3	E4-E6	E7-E9	
q42 - LEADERSHIP (Continued) ...	Was of great value in helping me become a better leader/mana	17.3%	41.5%	43.1%	40.1%
	Was of some value in helping me become a better leader/manag	57.3%	47.3%	44.6%	47.6%

q42 -

**LEADERSHIP (Continued)**

**The most recent Leadership Training Continuum course I attended: \* paygrp**  
**Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q42 - Was of little/no value in helping me become a better leader/	25.4%	11.2%	12.4%	12.3%
Total	100.0%	100.0%	100.0%	100.0%

q42 -

**LEADERSHIP (Continued)**

**The most recent Leadership Training Continuum course I attended: \* racegrp**  
**Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q42 - Was of great value in helping me become a better leader/mana	31.9%	50.0%	40.1%
LEADERSHIP (Continued) Was of some value in helping me become a better leader/manag	52.7%	41.4%	47.6%
The most recent Leadership Training Continuum course I attended: Was of little/no value in helping me become a better leader/	15.4%	8.6%	12.3%
Total	100.0%	100.0%	100.0%

q42 -

**LEADERSHIP (Continued)**

**The most recent Leadership Training Continuum course I attended: \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q42 - Was of great value in helping me become a better leader/mana	38.5%	49.2%	40.1%
Total			

q42 -

**LEADERSHIP (Continued)**

The most recent Leadership Training Continuum course I attended: \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q42 -	Was of some value in helping me become a better leader/manag	48.8%	40.7%	47.6%
LEADERSHIP (Continued) ...	Was of little/no value in helping me become a better leader/	12.7%	10.2%	12.3%
Total		100.0%	100.0%	100.0%

**q43 Navy clearly communicates its personnel goals and strategies for the future. \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q43 Navy clearly communicates its personnel goals and strategies for the future.	Agree	53.8%	50.9%	63.0%	53.1%
	Neither agree nor disagree	26.8%	24.6%	21.7%	24.7%
	Disagree	19.4%	24.5%	15.3%	22.2%
Total		100.0%	100.0%	100.0%	100.0%

**q43 Navy clearly communicates its personnel goals and strategies for the future. \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q43 Navy clearly communicates its personnel goals and strategies for the future.	Agree	48.9%	60.2%	53.1%
	Neither agree nor disagree	25.8%	23.0%	24.7%
	Disagree	25.4%	16.8%	22.2%
Total		100.0%	100.0%	100.0%

**q43 Navy clearly communicates its personnel goals and strategies for the future. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q43 Navy clearly ...	Agree	53.5%	50.6%	53.1%

**q43 Navy clearly communicates its personnel goals and strategies for the future. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q43 Navy clearly communicates its personnel goals and ...	Neither agree nor disagree	24.5%	26.3%	24.7%
	Disagree	22.0%	23.0%	22.2%
Total		100.0%	100.0%	100.0%

**q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers. \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers.	Agree	54.3%	54.0%	72.5%	56.4%
	Neither agree nor disagree	22.0%	22.3%	17.6%	21.6%
	Disagree	23.7%	23.8%	10.0%	22.0%
Total		100.0%	100.0%	100.0%	100.0%

**q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers. \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers.	Agree	52.5%	63.0%	56.4%
	Neither agree nor disagree	22.4%	20.3%	21.6%
	Disagree	25.1%	16.8%	22.0%
Total		100.0%	100.0%	100.0%

**q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers.	Agree	56.7%	54.7%	56.4%
	Neither agree nor disagree	21.5%	22.4%	21.6%
	Disagree	21.8%	23.0%	22.0%
Total		100.0%	100.0%	100.0%

**q43 Leadership at this command communicates a positive attitude about the Navy. \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q43 Leadership at this command communicates a positive attitude about the Navy.	Agree	58.5%	58.7%	85.3%	62.1%
	Neither agree nor disagree	21.7%	25.3%	10.9%	22.6%
	Disagree	19.9%	16.0%	3.8%	15.3%
Total		100.0%	100.0%	100.0%	100.0%

**q43 Leadership at this command communicates a positive attitude about the Navy. \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q43 Leadership at this command communicates a positive attitude about the Navy.	Agree	60.3%	64.9%	62.1%
	Neither agree nor disagree	23.8%	20.6%	22.6%
	Disagree	15.8%	14.5%	15.3%
Total		100.0%	100.0%	100.0%

**q43 Leadership at this command communicates a positive attitude about the Navy. \* q77 -  
What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q43 Leadership at this command communicates a positive attitude about the Navy.	Agree	63.1%	55.8%	62.1%
	Neither agree nor disagree	22.0%	26.5%	22.6%
	Disagree	14.9%	17.7%	15.3%
Total		100.0%	100.0%	100.0%

**q43 Command leadership informs me of Navy policies that may affect my career. \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q43 Command leadership informs me of Navy policies that may affect my career.	Agree	62.3%	62.6%	80.1%	64.8%
	Neither agree nor disagree	21.6%	21.5%	13.0%	20.5%
	Disagree	16.1%	15.9%	6.8%	14.8%
Total		100.0%	100.0%	100.0%	100.0%

**q43 Command leadership informs me of Navy policies that may affect my career. \***  
**racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q43 Command leadership informs me of Navy policies that may affect my career.	Agree	63.6%	66.7%
	Neither agree nor disagree	21.1%	19.4%
	Disagree	15.3%	13.9%
Total		100.0%	100.0%

**q43 Command leadership informs me of Navy policies that may affect my career. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q43 Command leadership informs me of Navy policies that may affect my career.	Agree	66.0%	56.9%
	Neither agree nor disagree	19.8%	24.2%
	Disagree	14.1%	18.9%
Total		100.0%	100.0%

**q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me. \***  
**paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me.	Agree	45.9%	41.0%	53.4%
	Neither agree nor disagree	18.9%	18.7%	19.8%
	Disagree	35.2%	40.3%	26.8%
Total		100.0%	100.0%	100.0%

**q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me. \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me.	Agree	39.5%	50.8%
	Neither agree nor disagree	19.5%	17.8%
	Disagree	40.9%	31.5%
Total		100.0%	100.0%

**q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me.	Agree	43.4%	43.7%
	Neither agree nor disagree	19.5%	18.9%
	Disagree	37.1%	37.4%
Total		100.0%	100.0%

**q43 I've heard rumors about new policies, which make me worry about my career. \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q43 I've heard rumors about new policies, which make me worry about my career.	Agree	45.9%	48.1%	35.7%
	Neither agree nor disagree	27.2%	29.3%	29.5%
	Disagree	27.0%	22.6%	34.8%
Total		100.0%	100.0%	100.0%

**q43 I've heard rumors about new policies, which make me worry about my career. \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q43 I've heard rumors about new policies, which make me worry about my career.	Agree	44.7%	46.0%
	Neither agree nor disagree	29.2%	28.9%
	Disagree	26.1%	25.1%
Total		100.0%	100.0%

**q43 I've heard rumors about new policies, which make me worry about my career. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q43 I've heard rumors about new policies, which make me worry about my career.	Agree	46.7%	46.0%
	Neither agree nor disagree	28.5%	28.9%
	Disagree	24.9%	25.1%
Total		100.0%	100.0%

**q44 I feel positive about my future Navy career \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q44 I feel positive about my future Navy career	Agree	42.1%	50.4%	71.4%	51.2%
	Neither agree nor disagree	22.4%	21.0%	15.7%	20.6%
	Disagree	35.5%	28.6%	12.9%	28.2%
Total		100.0%	100.0%	100.0%	100.0%

**q44 I feel positive about my future Navy career \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q44 I feel positive about my future Navy career	Agree	48.3%	56.1%	51.2%
	Neither agree nor disagree	21.5%	19.1%	20.6%
	Disagree	30.2%	24.8%	28.2%
Total		100.0%	100.0%	100.0%

**q44 I feel positive about my future Navy career \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q44 I feel positive about my future Navy career	Agree	52.0%	46.6%	51.2%
	Neither agree nor disagree	20.4%	22.1%	20.6%
	Disagree	27.7%	31.3%	28.2%
Total		100.0%	100.0%	100.0%

**q44 The Navy is doing all it can to protect my job security \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q44 The Navy is doing all it can to protect my job security	Agree	45.3%	47.6%	56.6%	48.2%
	Neither agree nor disagree	37.0%	27.2%	26.1%	29.3%
	Disagree	17.7%	25.2%	17.3%	22.5%
Total		100.0%	100.0%	100.0%	100.0%

**q44 The Navy is doing all it can to protect my job security \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q44 The Navy is doing all it can to protect my job security	Agree	45.8%	52.3%	48.2%
	Neither agree nor disagree	28.2%	31.1%	29.3%
	Disagree	26.0%	16.6%	22.5%
Total		100.0%	100.0%	100.0%

**q44 The Navy is doing all it can to protect my job security \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q44 The Navy is doing all it can to protect my job security	Agree	48.8%	45.0%	48.2%
	Neither agree nor disagree	28.7%	32.8%	29.3%
	Disagree	22.5%	22.3%	22.5%
Total		100.0%	100.0%	100.0%

**q44 My future in the Navy appears secure as long as I do a good job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q44 My future in the Navy appears secure as long as I do a good job	Agree	62.1%	63.3%	73.2%	64.3%
	Neither agree nor disagree	19.7%	18.6%	17.1%	18.7%
	Disagree	18.1%	18.0%	9.7%	17.0%
Total		100.0%	100.0%	100.0%	100.0%

**q44 My future in the Navy appears secure as long as I do a good job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q44 My future in the Navy appears secure as long as I do a good job	Agree	62.7%	67.1%	64.3%
	Neither agree nor disagree	19.6%	17.1%	18.7%
	Disagree	17.7%	15.8%	17.0%
Total		100.0%	100.0%	100.0%

**q44 My future in the Navy appears secure as long as I do a good job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q44 My future in the Navy appears secure as long as I do a good job	Agree	65.5%	57.2%	64.3%
	Neither agree nor disagree	18.3%	21.1%	18.7%
	Disagree	16.2%	21.7%	17.0%
Total		100.0%	100.0%	100.0%

**q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy	Agree	36.8%	39.9%	33.9%	38.4%
	Neither agree nor disagree	23.1%	20.3%	21.0%	21.0%
	Disagree	40.1%	39.8%	45.0%	40.5%
Total		100.0%	100.0%	100.0%	100.0%

**q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy	Agree	32.5%	48.3%	38.4%
	Neither agree nor disagree	21.5%	20.3%	21.0%
	Disagree	46.0%	31.3%	40.5%
Total		100.0%	100.0%	100.0%

**q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy	Agree	38.5%	37.7%	38.4%
	Neither agree nor disagree	20.9%	22.2%	21.0%
	Disagree	40.6%	40.1%	40.5%
Total		100.0%	100.0%	100.0%

**q44 I am concerned that some of my fellow Sailors may soon lose their jobs \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q44 I am concerned that some of my fellow Sailors may soon lose their jobs	Agree	30.2%	39.4%	39.6%
	Neither agree nor disagree	31.7%	32.1%	26.0%
	Disagree	38.1%	28.5%	34.4%
Total		100.0%	100.0%	100.0%

**q44 I am concerned that some of my fellow Sailors may soon lose their jobs \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q44 I am concerned that some of my fellow Sailors may soon lose their jobs	Agree	33.8%	43.2%
	Neither agree nor disagree	31.6%	30.7%
	Disagree	34.6%	26.1%
Total		100.0%	100.0%

**q44 I am concerned that some of my fellow Sailors may soon lose their jobs \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q44 I am concerned that some of my fellow Sailors may soon lose their jobs	Agree	37.1%	38.9%
	Neither agree nor disagree	30.9%	33.5%
	Disagree	32.1%	27.6%
Total		100.0%	100.0%

**q44 I am concerned that future policy changes will hurt my job \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q44 I am concerned that future policy changes will hurt my job	Agree	36.8%	47.3%	36.8%
	Neither agree nor disagree	36.7%	32.6%	32.2%
	Disagree	26.5%	20.0%	31.1%
Total		100.0%	100.0%	100.0%

**q44 I am concerned that future policy changes will hurt my job \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q44 I am concerned that future policy changes will hurt my job	Agree	41.2%	43.6%
	Neither agree nor disagree	34.4%	33.5%
	Disagree	24.3%	22.9%
Total		100.0%	100.0%

**q44 I am concerned that future policy changes will hurt my job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q44 I am concerned that future policy changes will hurt my job	Agree	44.8%	36.3%
	Neither agree nor disagree	32.9%	37.3%
	Disagree	22.4%	26.4%
Total		100.0%	100.0%

**q45 The Navy's personnel policies seem fair to me \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q45 The Navy's personnel policies seem fair to me	Agree	43.7%	49.1%	69.4%
	Neither agree nor disagree	31.3%	27.5%	19.9%
	Disagree	25.0%	23.4%	10.7%
Total		100.0%	100.0%	100.0%

**q45 The Navy's personnel policies seem fair to me \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q45 The Navy's personnel policies seem fair to me	Agree	47.6%	50.4%
	Neither agree nor disagree	28.1%	27.4%
	Disagree	24.3%	22.2%
Total		100.0%	100.0%

**q45 The Navy's personnel policies seem fair to me \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q45 The Navy's personnel policies seem fair to me	Agree	51.2%	45.9%	50.4%
	Neither agree nor disagree	26.8%	31.2%	27.4%
	Disagree	22.0%	22.9%	22.2%
Total		100.0%	100.0%	100.0%

**q45 The Navy's policies are retaining the best quality Sailors in the Fleet \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q45 The Navy's policies are retaining the best quality Sailors in the Fleet	Agree	35.6%	32.2%	43.1%	34.4%
	Neither agree nor disagree	31.4%	24.5%	24.8%	26.1%
	Disagree	33.0%	43.3%	32.1%	39.5%
Total		100.0%	100.0%	100.0%	100.0%

**q45 The Navy's policies are retaining the best quality Sailors in the Fleet \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q45 The Navy's policies are retaining the best quality Sailors in the Fleet	Agree	30.3%	41.2%	34.4%
	Neither agree nor disagree	24.5%	28.7%	26.1%
	Disagree	45.2%	30.1%	39.5%
Total		100.0%	100.0%	100.0%

**q45 The Navy's policies are retaining the best quality Sailors in the Fleet \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q45 The Navy's policies are retaining the best quality Sailors in the Fleet	Agree	34.7%	32.5%	34.4%
	Neither agree nor disagree	25.6%	29.0%	26.1%
	Disagree	39.7%	38.5%	39.5%
Total		100.0%	100.0%	100.0%

**q45 I trust the Navy to look out for my best interests \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q45 I trust the Navy to look out for my best interests	Agree	32.0%	31.1%	39.5%	32.4%
	Neither agree nor disagree	27.1%	24.8%	29.9%	26.0%
	Disagree	40.9%	44.1%	30.6%	41.6%
Total		100.0%	100.0%	100.0%	100.0%

**q45 I trust the Navy to look out for my best interests \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q45 I trust the Navy to look out for my best interests	Agree	28.1%	39.6%	32.4%
	Neither agree nor disagree	24.6%	28.3%	26.0%
	Disagree	47.3%	32.2%	41.6%
Total		100.0%	100.0%	100.0%

**q45 I trust the Navy to look out for my best interests \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q45 I trust the Navy to look out for my best interests	Agree	32.5%	31.6%	32.4%
	Neither agree nor disagree	25.8%	27.0%	26.0%
	Disagree	41.7%	41.4%	41.6%
Total		100.0%	100.0%	100.0%

**q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently	Agree	35.6%	36.0%	42.8%	36.8%
	Neither agree nor disagree	40.2%	30.6%	30.5%	32.8%
	Disagree	24.3%	33.4%	26.7%	30.5%
Total		100.0%	100.0%	100.0%	100.0%

**q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently	Agree	34.5%	40.5%
	Neither agree nor disagree	32.5%	33.2%
	Disagree	33.0%	26.2%
Total		100.0%	100.0%

**q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently	Agree	37.6%	31.8%
	Neither agree nor disagree	32.0%	37.4%
	Disagree	30.4%	30.8%
Total		100.0%	100.0%

**q46 If asked today, I would encourage others to join the Navy \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q46 If asked today, I would encourage others to join the Navy	Agree	45.4%	56.0%	78.9%
	Neither agree nor disagree	23.7%	21.4%	12.7%
	Disagree	30.9%	22.7%	8.4%
Total		100.0%	100.0%	100.0%

**q46 If asked today, I would encourage others to join the Navy \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q46 If asked today, I would encourage others to join the Navy	Agree	55.0%	59.0%
	Neither agree nor disagree	20.7%	21.0%
	Disagree	24.4%	20.0%
Total		100.0%	100.0%

**q46 If asked today, I would encourage others to join the Navy \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q46 If asked today, I would encourage others to join the Navy	Agree	56.6%	56.0%	56.5%
	Neither agree nor disagree	21.0%	19.6%	20.8%
	Disagree	22.5%	24.4%	22.7%
Total		100.0%	100.0%	100.0%

**q46 I talk about the Navy to my friends as a good organization \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q46 I talk about the Navy to my friends as a good organization	Agree	53.9%	61.2%	83.2%	62.3%
	Neither agree nor disagree	23.8%	23.2%	13.3%	22.1%
	Disagree	22.3%	15.6%	3.5%	15.6%
Total		100.0%	100.0%	100.0%	100.0%

**q46 I talk about the Navy to my friends as a good organization \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q46 I talk about the Navy to my friends as a good organization	Agree	61.7%	63.4%	62.3%
	Neither agree nor disagree	20.6%	24.5%	22.1%
	Disagree	17.7%	12.0%	15.6%
Total		100.0%	100.0%	100.0%

**q46 I talk about the Navy to my friends as a good organization \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q46 I talk about the Navy to my friends as a good organization	Agree	62.5%	61.2%	62.3%
	Neither agree nor disagree	22.0%	22.8%	22.1%
	Disagree	15.5%	16.0%	15.6%
Total		100.0%	100.0%	100.0%

**q46 I would recommend the Navy as a good place to work \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q46 I would recommend the Navy as a good place to work	Agree	48.3%	55.1%	79.7%	56.7%
	Neither agree nor disagree	27.6%	24.4%	14.0%	23.8%
	Disagree	24.1%	20.5%	6.3%	19.5%
Total		100.0%	100.0%	100.0%	100.0%

**q46 I would recommend the Navy as a good place to work \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q46 I would recommend the Navy as a good place to work	Agree	53.7%	61.8%	56.7%
	Neither agree nor disagree	24.1%	23.3%	23.8%
	Disagree	22.2%	14.9%	19.5%
Total		100.0%	100.0%	100.0%

**q46 I would recommend the Navy as a good place to work \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q46 I would recommend the Navy as a good place to work	Agree	56.6%	57.4%	56.7%
	Neither agree nor disagree	23.5%	25.7%	23.8%
	Disagree	19.9%	16.9%	19.5%
Total		100.0%	100.0%	100.0%

**q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos	Agree	50.2%	49.6%	65.5%	51.8%
	Neither agree nor disagree	21.3%	18.4%	15.9%	18.7%
	Disagree	28.5%	31.9%	18.5%	29.4%
Total		100.0%	100.0%	100.0%	100.0%

**q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos	Agree	51.5%	52.3% 51.8%
	Neither agree nor disagree	18.4%	19.3% 18.7%
	Disagree	30.1%	28.4% 29.4%
Total		100.0%	100.0% 100.0%

**q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos	Agree	51.3%	54.7% 51.8%
	Neither agree nor disagree	18.3%	21.6% 18.7%
	Disagree	30.4%	23.8% 29.4%
Total		100.0%	100.0% 100.0%

**q46 Information I hear about the Navy from non-Navy sources is usually positive \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q46 Information I hear about the Navy from non-Navy sources is usually positive	Agree	43.5%	46.2%	64.0% 47.9%
	Neither agree nor disagree	38.6%	34.1%	24.7% 33.9%
	Disagree	17.9%	19.7%	11.3% 18.2%
Total		100.0%	100.0%	100.0% 100.0%

**q46 Information I hear about the Navy from non-Navy sources is usually positive \*  
racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q46 Information I hear about the Navy from non-Navy sources is usually positive	Agree	47.9%	47.9% 47.9%
	Neither agree nor disagree	34.3%	33.4% 33.9%
	Disagree	17.9%	18.7% 18.2%
Total		100.0%	100.0% 100.0%

**q46 Information I hear about the Navy from non-Navy sources is usually positive \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q46 Information I hear about the Navy from non-Navy sources is usually positive	Agree	48.5%	43.8%	47.9%
	Neither agree nor disagree	33.4%	37.5%	33.9%
	Disagree	18.1%	18.7%	18.2%
Total		100.0%	100.0%	100.0%

**q46 Comments I hear about the Navy from my fellow Sailors are usually positive \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q46 Comments I hear about the Navy from my fellow Sailors are usually positive	Agree	22.0%	23.6%	57.3%	27.5%
	Neither agree nor disagree	29.3%	28.7%	24.5%	28.3%
	Disagree	48.7%	47.8%	18.2%	44.2%
Total		100.0%	100.0%	100.0%	100.0%

**q46 Comments I hear about the Navy from my fellow Sailors are usually positive \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q46 Comments I hear about the Navy from my fellow Sailors are usually positive	Agree	26.1%	30.0%	27.5%
	Neither agree nor disagree	26.0%	32.1%	28.3%
	Disagree	47.9%	38.0%	44.2%
Total		100.0%	100.0%	100.0%

**q46 Comments I hear about the Navy from my fellow Sailors are usually positive \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q46 Comments I hear about the Navy from my fellow Sailors are usually positive	Agree	28.1%	24.2%	27.5%
	Neither agree nor disagree	27.9%	30.6%	28.3%
	Disagree	44.0%	45.2%	44.2%
Total		100.0%	100.0%	100.0%

**q46 The Navy of tomorrow will be better than the Navy of today \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q46 The Navy of tomorrow will be better than the Navy of today	Agree	31.5%	28.1%	41.0%	30.5%
	Neither agree nor disagree	43.8%	43.0%	37.4%	42.5%
	Disagree	24.7%	28.9%	21.6%	27.0%
Total		100.0%	100.0%	100.0%	100.0%

**q46 The Navy of tomorrow will be better than the Navy of today \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q46 The Navy of tomorrow will be better than the Navy of today	Agree	26.8%	36.8%	30.5%
	Neither agree nor disagree	42.3%	42.7%	42.5%
	Disagree	30.8%	20.5%	27.0%
Total		100.0%	100.0%	100.0%

**q46 The Navy of tomorrow will be better than the Navy of today \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q46 The Navy of tomorrow will be better than the Navy of today	Agree	31.1%	27.1%	30.5%
	Neither agree nor disagree	42.0%	45.3%	42.5%
	Disagree	26.9%	27.6%	27.0%
Total		100.0%	100.0%	100.0%

**q47 How would you rate Navy tone? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q47 How would you rate Navy tone?	High	33.7%	29.9%	45.6%	32.8%
	Medium	37.9%	43.7%	44.0%	42.4%
	Low	28.4%	26.4%	10.4%	24.8%
Total		100.0%	100.0%	100.0%	100.0%

**q47 How would you rate Navy tone? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q47 How would you rate Navy tone?	High	30.3%	32.8%
	Medium	41.9%	42.4%
	Low	27.8%	24.8%
Total		100.0%	100.0%

**q47 How would you rate Navy tone? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q47 How would you rate Navy tone?	High	33.3%	32.8%
	Medium	41.7%	42.4%
	Low	25.0%	24.8%
Total		100.0%	100.0%

**q47 Current command's tone? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q47 Current command's tone?	High	29.5%	28.9%	31.5%
	Medium	33.5%	34.0%	33.9%
	Low	37.0%	37.1%	34.6%
Total		100.0%	100.0%	100.0%

**q47 Current command's tone? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q47 Current command's tone?	High	29.7%	31.5%
	Medium	31.5%	33.9%
	Low	38.8%	34.6%
Total		100.0%	100.0%

**q47 Current command's tone? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q47 Current command's tone?	High	32.3%	31.5%
	Medium	33.7%	33.9%

**q47 Current command's tone? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q47 Current command'...	Low	34.0%	38.0%	34.6%
Total		100.0%	100.0%	100.0%

**q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy? \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy?	Yes	98.5%	45.7%	.5%	51.9%
	No	1.5%	54.3%	99.5%	48.1%
Total		100.0%	100.0%	100.0%	100.0%

**q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy? \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy?	Yes	54.9%	46.9%	51.9%
	No	45.1%	53.1%	48.1%
Total		100.0%	100.0%	100.0%

**q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy?	Yes	52.0%	51.7%	51.9%
	No	48.0%	48.3%	48.1%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: ...	Likely to stay	34.8%	40.4%	34.2%	38.3%
	No effect	54.6%	52.1%	58.5%	53.5%

**q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: ...	Likely to leave	7.6%	4.7%	1.6%	4.9%
	Does not apply	2.9%	2.9%	5.8%	3.2%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs	Likely to stay	33.8%	45.9%	38.3%
	No effect	57.2%	47.2%	53.5%
	Likely to leave	5.0%	4.9%	4.9%
	Does not apply	4.0%	2.0%	3.2%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs	Likely to stay	37.6%	42.6%	38.3%
	No effect	54.0%	50.1%	53.5%
	Likely to leave	5.0%	4.7%	4.9%
	Does not apply	3.4%	2.5%	3.2%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs	Likely to stay	64.8%	65.0%	57.0%	64.0%
	No effect	25.2%	25.3%	35.6%	26.6%
	Likely to leave	8.7%	7.0%	2.0%	6.8%
	Does not apply	1.3%	2.6%	5.3%	2.7%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs	Likely to stay	60.0%	70.7%	64.0%
	No effect	30.0%	21.0%	26.6%
	Likely to leave	6.7%	6.8%	6.8%
	Does not apply	3.4%	1.5%	2.7%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs	Likely to stay	62.8%	70.8%	64.0%
	No effect	27.4%	21.6%	26.6%
	Likely to leave	6.8%	6.3%	6.8%
	Does not apply	2.9%	1.4%	2.7%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment	Likely to stay	64.1%	68.3%	65.9%	67.0%
	No effect	23.0%	17.4%	20.1%	19.0%
	Likely to leave	9.6%	11.5%	7.8%	10.6%
	Does not apply	3.3%	2.8%	6.2%	3.4%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment	Likely to stay	63.8%	72.5%	67.0%
	No effect	20.1%	17.2%	19.0%
	Likely to leave	11.5%	9.0%	10.6%
	Does not apply	4.5%	1.4%	3.4%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment \* q77**  
**- What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment	Likely to stay	66.9%	67.9%
	No effect	19.1%	18.3%
	Likely to leave	10.6%	10.1%
	Does not apply	3.3%	3.8%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment \* paygrp**  
**Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment	Likely to stay	63.1%	67.4%	63.6%
	No effect	22.0%	19.5%	23.5%
	Likely to leave	11.1%	10.5%	6.4%
	Does not apply	3.8%	2.6%	6.5%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment \* racegrp**  
**Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment	Likely to stay	63.0%	70.9%
	No effect	21.8%	18.5%
	Likely to leave	10.9%	8.8%
	Does not apply	4.3%	1.7%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment \* q77 -**  
**What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment	Likely to stay	65.7%	67.4%
	No effect	21.3%	16.4%
	Likely to leave	9.7%	12.7%
	Does not apply	3.3%	3.5%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job	Likely to stay	66.4%	68.9%	74.1%	69.0%
	No effect	15.3%	14.9%	16.2%	15.2%
	Likely to leave	17.6%	15.0%	6.4%	14.5%
	Does not apply	.7%	1.2%	3.3%	1.3%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job	Likely to stay	65.8%	74.4%	69.0%
	No effect	15.5%	14.6%	15.2%
	Likely to leave	16.8%	10.7%	14.5%
	Does not apply	1.9%	.3%	1.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job \* q77 -  
What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job	Likely to stay	68.2%	74.0%	69.0%
	No effect	15.6%	12.5%	15.2%
	Likely to leave	14.9%	12.1%	14.5%
	Does not apply	1.3%	1.3%	1.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential	Likely to stay	65.5%	67.7%	61.0%	66.4%
	No effect	16.3%	14.5%	20.6%	15.7%
	Likely to leave	17.0%	16.1%	10.7%	15.6%
	Does not apply	1.1%	1.6%	7.7%	2.3%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential \*  
racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential	Likely to stay	62.4%	73.0%	66.4%
	No effect	17.3%	13.1%	15.7%
	Likely to leave	17.3%	12.8%	15.6%
	Does not apply	3.0%	1.1%	2.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential \*  
q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential	Likely to stay	65.6%	70.8%	66.4%
	No effect	16.0%	14.2%	15.7%
	Likely to leave	15.9%	13.6%	15.6%
	Does not apply	2.4%	1.4%	2.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities	Likely to stay	31.8%	31.8%	25.7%	31.0%
	No effect	24.8%	27.3%	39.2%	28.3%
	Likely to leave	39.9%	38.2%	29.8%	37.5%
	Does not apply	3.6%	2.6%	5.3%	3.2%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities \*  
racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities	Likely to stay	25.9%	39.6%	31.0%
	No effect	29.0%	27.0%	28.3%
	Likely to leave	42.2%	29.8%	37.5%
	Does not apply	2.9%	3.7%	3.2%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities \* q77**  
**- What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities	Likely to stay	30.9%	31.9%
	No effect	28.1%	29.5%
	Likely to leave	37.9%	35.3%
	Does not apply	3.1%	3.3%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy \* paygrp**  
**Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy	Likely to stay	24.4%	25.2%	28.6%
	No effect	51.1%	50.4%	51.4%
	Likely to leave	20.5%	21.2%	15.5%
	Does not apply	4.0%	3.2%	4.5%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy \* racegrp**  
**Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy	Likely to stay	21.0%	32.9%
	No effect	51.8%	48.7%
	Likely to leave	23.1%	15.5%
	Does not apply	4.0%	2.8%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy \* q77 -**  
**What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy	Likely to stay	24.7%	30.4%
	No effect	51.0%	48.7%
	Likely to leave	20.8%	17.4%
	Does not apply	3.6%	3.5%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military	Likely to stay	27.7%	22.9%	28.3%	24.7%
	No effect	56.9%	65.0%	62.4%	62.8%
	Likely to leave	9.6%	8.1%	3.5%	7.8%
	Does not apply	5.7%	4.0%	5.8%	4.6%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military	Likely to stay	19.8%	32.8%	24.7%
	No effect	66.2%	57.1%	62.8%
	Likely to leave	8.5%	6.8%	7.8%
	Does not apply	5.4%	3.3%	4.6%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military	Likely to stay	24.4%	26.2%	24.7%
	No effect	63.0%	61.7%	62.8%
	Likely to leave	8.0%	7.1%	7.8%
	Does not apply	4.6%	5.0%	4.6%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.)	Likely to stay	55.0%	57.6%	63.0%	57.7%
	No effect	17.8%	16.8%	21.4%	17.6%
	Likely to leave	26.3%	24.3%	12.1%	23.2%
	Does not apply	.9%	1.3%	3.4%	1.5%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.)	Likely to stay	53.8%	64.2%	57.7%
	No effect	18.5%	16.1%	17.6%
	Likely to leave	25.8%	18.9%	23.2%
	Does not apply	1.9%	.7%	1.5%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.)	Likely to stay	56.4%	65.7%	57.7%
	No effect	17.7%	17.1%	17.6%
	Likely to leave	24.4%	16.0%	23.2%
	Does not apply	1.5%	1.3%	1.5%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.)	Likely to stay	54.4%	56.3%	52.9%	55.5%
	No effect	28.7%	26.8%	33.4%	28.1%
	Likely to leave	13.2%	12.2%	6.1%	11.6%
	Does not apply	3.8%	4.7%	7.6%	4.9%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.)	Likely to stay	50.9%	63.2%	55.5%
	No effect	30.6%	23.9%	28.1%
	Likely to leave	13.3%	8.8%	11.6%
	Does not apply	5.3%	4.2%	4.9%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
	Male	Female		
q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.)	Likely to stay	55.3%	56.7%	55.5%
	No effect	27.7%	30.1%	28.1%
	Likely to leave	12.1%	8.6%	11.6%
	Does not apply	4.9%	4.6%	4.9%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus	Likely to stay	58.2%	57.8%	38.2%
	No effect	25.9%	23.0%	38.5%
	Likely to leave	9.7%	13.8%	7.1%
	Does not apply	6.3%	5.4%	16.2%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus	Likely to stay	50.6%	63.3%
	No effect	27.8%	22.1%
	Likely to leave	14.7%	7.6%
	Does not apply	6.9%	7.0%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
	Male	Female		
q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus	Likely to stay	55.2%	56.2%	55.4%
	No effect	25.8%	24.8%	25.7%
	Likely to leave	12.2%	10.8%	12.0%
	Does not apply	6.8%	8.2%	7.0%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Retirement benefits \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Retirement benefits	Likely to stay	64.2%	75.3%	75.4%	72.8%
	No effect	25.9%	18.0%	14.2%	19.3%
	Likely to leave	6.3%	5.1%	7.0%	5.6%
	Does not apply	3.6%	1.6%	3.3%	2.3%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Retirement benefits \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Retirement benefits	Likely to stay	71.2%	75.6%	72.8%
	No effect	20.0%	18.1%	19.3%
	Likely to leave	6.1%	4.8%	5.6%
	Does not apply	2.7%	1.6%	2.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Retirement benefits \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Retirement benefits	Likely to stay	72.0%	77.4%	72.8%
	No effect	20.0%	15.3%	19.3%
	Likely to leave	5.6%	5.7%	5.6%
	Does not apply	2.4%	1.7%	2.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military healthcare \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Military healthcare	Likely to stay	70.5%	73.0%	72.9%	72.4%
	No effect	18.1%	17.5%	19.0%	17.8%
	Likely to leave	10.2%	8.6%	5.3%	8.5%
	Does not apply	1.1%	1.0%	2.7%	1.2%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military healthcare \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Military healthcare	Likely to stay	69.6%	77.0%	72.4%
	No effect	19.5%	15.0%	17.8%
	Likely to leave	9.3%	7.2%	8.5%
	Does not apply	1.5%	.8%	1.2%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military healthcare \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Military healthcare	Likely to stay	71.9%	75.8%	72.4%
	No effect	18.4%	14.1%	17.8%
	Likely to leave	8.5%	8.9%	8.5%
	Does not apply	1.2%	1.3%	1.2%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.)	Likely to stay	52.5%	52.1%	44.6%	51.2%
	No effect	37.1%	38.7%	47.5%	39.5%
	Likely to leave	6.4%	5.5%	3.4%	5.4%
	Does not apply	4.0%	3.8%	4.5%	3.9%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.)	Likely to stay	44.2%	63.0%	51.2%
	No effect	45.9%	28.6%	39.5%
	Likely to leave	5.4%	5.5%	5.4%
	Does not apply	4.5%	2.9%	3.9%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
	Male	Female		
q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.)	Likely to stay	51.0%	52.3%	51.2%
	No effect	39.5%	39.4%	39.5%
	Likely to leave	5.4%	5.6%	5.4%
	Does not apply	4.1%	2.6%	3.9%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military housing access and quality \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Military housing access and quality	Likely to stay	53.5%	48.2%	30.9%
	No effect	29.4%	36.0%	53.4%
	Likely to leave	12.2%	12.0%	5.9%
	Does not apply	4.9%	3.8%	9.8%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military housing access and quality \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q51 Impact likelihood to stay or leave the Navy: Military housing access and quality	Likely to stay	40.3%	58.9%
	No effect	41.2%	29.1%
	Likely to leave	13.4%	7.7%
	Does not apply	5.1%	4.3%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military housing access and quality \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		
	Male	Female	Total
q51 Impact likelihood to stay or leave the Navy: Military housing access and quality	Likely to stay	47.0%	48.4%
	No effect	36.8%	36.2%
	Likely to leave	11.5%	9.9%
	Does not apply	4.7%	5.4%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.)	Likely to stay	51.3%	55.0%	47.3%	53.2%
	No effect	39.6%	37.6%	46.3%	39.2%
	Likely to leave	6.9%	5.3%	2.3%	5.3%
	Does not apply	2.2%	2.1%	4.1%	2.4%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.)	Likely to stay	48.5%	61.0%	53.2%
	No effect	42.8%	33.2%	39.2%
	Likely to leave	6.0%	4.1%	5.3%
	Does not apply	2.7%	1.7%	2.4%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.)	Likely to stay	53.2%	53.2%	53.2%
	No effect	38.9%	41.0%	39.2%
	Likely to leave	5.5%	3.8%	5.3%
	Does not apply	2.4%	2.0%	2.4%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs)	Likely to stay	56.4%	62.9%	66.3%	61.8%
	No effect	24.6%	18.1%	20.3%	19.9%
	Likely to leave	12.7%	13.2%	9.9%	12.7%
	Does not apply	6.3%	5.8%	3.5%	5.6%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs)	Likely to stay	57.4%	69.3%	61.8%
	No effect	21.9%	16.3%	19.9%
	Likely to leave	14.2%	10.1%	12.7%
	Does not apply	6.5%	4.2%	5.6%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs)	Likely to stay	61.8%	61.8%	61.8%
	No effect	19.7%	20.7%	19.9%
	Likely to leave	12.9%	11.3%	12.7%
	Does not apply	5.5%	6.2%	5.6%
Total		100.0%	100.0%	100.0%

**q52 Will you be making a formal decision about continuing your Navy career within the next 12 months? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q52 Will you be making a formal decision about continuing your Navy career within the next 12 months?	Yes	38.8%	49.5%	59.8%	48.4%
	No	61.2%	50.5%	40.2%	51.6%
Total		100.0%	100.0%	100.0%	100.0%

**q52 Will you be making a formal decision about continuing your Navy career within the next 12 months? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q52 Will you be making a formal decision about continuing your Navy career within the next 12 months?	Yes	45.1%	54.1%	48.4%
	No	54.9%	45.9%	51.6%
Total		100.0%	100.0%	100.0%

**q52 Will you be making a formal decision about continuing your Navy career within the next 12 months? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q52 Will you be making a formal decision about continuing your Navy career within the next 12 months?	Yes	48.7%	46.7%
	No	51.3%	53.3%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other)	Likely to stay	26.4%	40.6%	50.5%
	No effect	15.6%	16.1%	15.7%
	Likely to leave	23.0%	20.9%	22.9%
	Does not apply	34.9%	22.5%	10.9%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other) \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other)	Likely to stay	35.4%	44.1%
	No effect	15.8%	16.1%
	Likely to leave	23.5%	18.5%
	Does not apply	25.3%	21.3%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other)	Likely to stay	39.8%	31.2%
	No effect	15.8%	16.5%
	Likely to leave	21.5%	22.6%
	Does not apply	22.9%	29.8%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Your children \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q53 Impact likelihood to stay or leave the Navy: Your children	Likely to stay	20.0%	30.9%	41.7%	29.8%
	No effect	16.5%	15.8%	20.3%	16.6%
	Likely to leave	15.2%	18.0%	25.3%	18.3%
	Does not apply	48.3%	35.3%	12.7%	35.3%
Total		100.0%	100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Your children \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q53 Impact likelihood to stay or leave the Navy: Your children	Likely to stay	24.6%	38.7%	29.8%
	No effect	17.0%	15.8%	16.6%
	Likely to leave	19.5%	16.2%	18.3%
	Does not apply	38.9%	29.3%	35.3%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Your children \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q53 Impact likelihood to stay or leave the Navy: Your children	Likely to stay	30.5%	25.6%	29.8%
	No effect	16.7%	15.4%	16.6%
	Likely to leave	17.4%	23.7%	18.3%
	Does not apply	35.4%	35.3%	35.3%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Parents or other relatives \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q53 Impact likelihood to stay or leave the Navy: Parents or other relatives	Likely to stay	31.4%	26.9%	19.7%	27.0%
	No effect	39.2%	47.6%	62.0%	47.5%
	Likely to leave	24.1%	18.6%	9.6%	18.7%
	Does not apply	5.3%	7.0%	8.7%	6.8%
Total		100.0%	100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Parents or other relatives \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q53 Impact likelihood to stay or leave the Navy: Parents or other relatives	Likely to stay	22.6%	34.4%	27.0%
	No effect	51.7%	40.5%	47.5%
	Likely to leave	18.6%	19.0%	18.7%
	Does not apply	7.2%	6.2%	6.8%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Parents or other relatives \* q77 -  
What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q53 Impact likelihood to stay or leave the Navy: Parents or other relatives	Likely to stay	26.6%	29.3%	27.0%
	No effect	47.9%	44.9%	47.5%
	Likely to leave	18.8%	18.3%	18.7%
	Does not apply	6.7%	7.5%	6.8%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Civilian friends \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q53 Impact likelihood to stay or leave the Navy: Civilian friends	Likely to stay	15.0%	14.7%	12.4%	14.5%
	No effect	51.2%	58.4%	71.3%	58.4%
	Likely to leave	28.5%	19.3%	7.1%	19.8%
	Does not apply	5.2%	7.6%	9.3%	7.3%
Total		100.0%	100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Civilian friends \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q53 Impact likelihood to stay or leave the Navy: Civilian friends	Likely to stay	11.4%	19.6%	14.5%
	No effect	60.2%	55.5%	58.4%
	Likely to leave	21.0%	17.9%	19.8%
	Does not apply	7.4%	7.0%	7.3%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Civilian friends \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q53 Impact likelihood to stay or leave the Navy: Civilian friends	Likely to stay	14.3%	15.6%
	No effect	58.3%	59.4%
	Likely to leave	20.7%	14.7%
	Does not apply	6.7%	10.4%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.)	Likely to stay	32.7%	32.3%	34.6%
	No effect	42.8%	45.8%	53.3%
	Likely to leave	21.4%	17.3%	5.7%
	Does not apply	3.1%	4.6%	6.4%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.) \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.)	Likely to stay	31.5%	34.6%
	No effect	47.5%	43.7%
	Likely to leave	16.4%	17.2%
	Does not apply	4.5%	4.5%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.)	Likely to stay	33.4%	28.5%
	No effect	45.1%	51.9%
	Likely to leave	17.2%	13.7%
	Does not apply	4.3%	5.9%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Immediate supervisor \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q53 Impact likelihood to stay or leave the Navy: Immediate supervisor	Likely to stay	26.2%	30.1%	29.6%	29.1%
	No effect	47.2%	46.8%	57.4%	48.3%
	Likely to leave	24.4%	19.1%	7.2%	18.8%
	Does not apply	2.2%	4.0%	5.8%	3.8%
Total		100.0%	100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Immediate supervisor \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q53 Impact likelihood to stay or leave the Navy: Immediate supervisor	Likely to stay	26.4%	33.7%	29.1%
	No effect	50.7%	44.2%	48.3%
	Likely to leave	19.0%	18.4%	18.8%
	Does not apply	3.9%	3.7%	3.8%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Immediate supervisor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q53 Impact likelihood to stay or leave the Navy: Immediate supervisor	Likely to stay	29.6%	26.5%	29.1%
	No effect	48.3%	47.9%	48.3%
	Likely to leave	18.4%	21.1%	18.8%
	Does not apply	3.7%	4.6%	3.8%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB)	Likely to stay	25.4%	27.1%	31.4%	27.2%
	No effect	45.0%	46.7%	53.1%	47.2%
	Likely to leave	27.0%	21.9%	9.8%	21.5%
	Does not apply	2.6%	4.2%	5.7%	4.1%
Total		100.0%	100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB)	Likely to stay	22.9%	34.6%	27.2%
	No effect	49.8%	42.8%	47.2%
	Likely to leave	23.0%	19.0%	21.5%
	Does not apply	4.3%	3.6%	4.1%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB)	Likely to stay	27.3%	26.8%	27.2%
	No effect	47.1%	47.6%	47.2%
	Likely to leave	21.7%	20.5%	21.5%
	Does not apply	3.9%	5.0%	4.1%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Public perception \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q53 Impact likelihood to stay or leave the Navy: Public perception	Likely to stay	18.9%	15.4%	17.0%	16.4%
	No effect	65.2%	70.4%	71.5%	69.4%
	Likely to leave	10.8%	7.8%	3.6%	8.0%
	Does not apply	5.1%	6.3%	7.9%	6.3%
Total		100.0%	100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Public perception \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q53 Impact likelihood to stay or leave the Navy: Public perception	Likely to stay	13.7%	20.9%	16.4%
	No effect	72.1%	64.9%	69.4%
	Likely to leave	7.8%	8.2%	8.0%
	Does not apply	6.3%	6.1%	6.3%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Public perception \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q53 Impact likelihood to stay or leave the Navy: Public perception	Likely to stay	16.7%	14.3%
	No effect	69.2%	70.6%
	Likely to leave	8.1%	7.1%
	Does not apply	6.0%	8.0%
Total		100.0%	100.0%

**q54 I plan to serve out my current term of service or obligation \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q54 I plan to serve out my current term of service or obligation	Agree	91.1%	92.2%	95.5%
	Neither agree nor disagree	5.7%	6.0%	3.3%
	Disagree	3.2%	1.8%	1.1%
Total		100.0%	100.0%	100.0%

**q54 I plan to serve out my current term of service or obligation \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q54 I plan to serve out my current term of service or obligation	Agree	93.5%	90.5%
	Neither agree nor disagree	4.9%	6.7%
	Disagree	1.6%	2.8%
Total		100.0%	100.0%

**q54 I plan to serve out my current term of service or obligation \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q54 I plan to serve out my current term of service or obligation	Agree	92.5%	91.5%
	Neither agree nor disagree	5.5%	6.0%
	Disagree	1.9%	2.5%
Total		100.0%	100.0%

**q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point	Agree	32.3%	47.8%	54.1%	45.0%
	Neither agree nor disagree	33.7%	27.4%	26.4%	28.7%
	Disagree	34.1%	24.8%	19.6%	26.3%
Total		100.0%	100.0%	100.0%	100.0%

**q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point	Agree	40.8%	52.2%	45.0%
	Neither agree nor disagree	30.1%	26.2%	28.7%
	Disagree	29.0%	21.6%	26.3%
Total		100.0%	100.0%	100.0%

**q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point	Agree	45.6%	41.7%	45.0%
	Neither agree nor disagree	28.5%	30.0%	28.7%
	Disagree	26.0%	28.2%	26.3%
Total		100.0%	100.0%	100.0%

**q54 I plan to stay in the Navy for a full career (20 or more years) if possible \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q54 I plan to stay in the Navy for a full career (20 or more years) if possible	Agree	22.4%	45.8%	92.5%	46.4%
	Neither agree nor disagree	29.8%	27.5%	6.3%	25.3%
	Disagree	47.8%	26.7%	1.2%	28.2%
Total		100.0%	100.0%	100.0%	100.0%

**q54 I plan to stay in the Navy for a full career (20 or more years) if possible \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q54 I plan to stay in the Navy for a full career (20 or more years) if possible	Agree	44.5%	49.7%
	Neither agree nor disagree	25.2%	25.5%
	Disagree	30.3%	24.8%
Total		100.0%	100.0%

**q54 I plan to stay in the Navy for a full career (20 or more years) if possible \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q54 I plan to stay in the Navy for a full career (20 or more years) if possible	Agree	47.6%	39.2%
	Neither agree nor disagree	24.7%	29.3%
	Disagree	27.7%	31.5%
Total		100.0%	100.0%

**q55 Are you aware of career opportunities in the Navy Reserve? \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q55 Are you aware of career opportunities in the Navy Reserve?	Yes	48.7%	58.7%	73.4%
	No	35.5%	25.8%	17.5%
	Not sure	15.8%	15.6%	9.0%
Total		100.0%	100.0%	100.0%

**q55 Are you aware of career opportunities in the Navy Reserve? \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q55 Are you aware of career opportunities in the Navy Reserve?	Yes	61.2%	53.4%
	No	24.5%	31.0%
	Not sure	14.3%	15.7%
Total		100.0%	100.0%

**q55 Are you aware of career opportunities in the Navy Reserve? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q55 Are you aware of career opportunities in the Navy Reserve?	Yes	58.8%	58.3%
	No	26.7%	26.9%
	Not sure	14.5%	14.8%
Total		100.0%	100.0%

**q56 Are you eligible to join the Navy Reserve? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q56 Are you eligible to join the Navy Reserve?	Yes	35.7%	47.1%	28.3%
	No	5.8%	10.5%	41.0%
	Don't know	58.6%	42.4%	30.7%
Total		100.0%	100.0%	100.0%

**q56 Are you eligible to join the Navy Reserve? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q56 Are you eligible to join the Navy Reserve?	Yes	40.3%	42.1%
	No	13.4%	13.3%
	Don't know	46.3%	44.6%
Total		100.0%	100.0%

**q56 Are you eligible to join the Navy Reserve? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q56 Are you eligible to join the Navy Reserve?	Yes	41.8%	42.1%
	No	13.9%	13.3%
	Don't know	44.2%	44.6%
Total		100.0%	100.0%

**\$inforesv Frequencies**

		Responses		Percent of Cases
		N	Percent	
Receive Info on Navy Reserve <sup>a</sup>	q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve	104700	24.0%	43.4%
	q57 Receive info on Navy Reserve: CO	5233	1.2%	2.2%
	q57 Receive info on Navy Reserve: Chain of Command	25846	5.9%	10.7%
	q57 Receive info on Navy Reserve: Navy Career Counselor	44590	10.2%	18.5%
	q57 Receive info on Navy Reserve: TAP Brief/CARIT team member	19308	4.4%	8.0%
	q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR)	3455	.8%	1.4%
	q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter	26837	6.2%	11.1%
	q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites	22827	5.2%	9.5%
	q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.navy.mil web sites	25471	5.8%	10.5%
	q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.)	26570	6.1%	11.0%
	q57 Receive info on Navy Reserve: Television	28003	6.4%	11.6%
	q57 Receive info on Navy Reserve: Radio	12713	2.9%	5.3%
	q57 Receive info on Navy Reserve: A Reservist	41255	9.5%	17.1%
	q57 Receive info on Navy Reserve: Friends	31146	7.1%	12.9%
	q57 Receive info on Navy Reserve: Other	17971	4.1%	7.4%
Total		435925	100.0%	180.5%

a. Dichotomy group tabulated at value 1.

**q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve	Unchecked	52.8%	59.6%	66.0%	58.9%
	Checked	47.2%	40.4%	34.0%	41.1%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve	Unchecked	59.2%	58.3%	58.9%
	Checked	40.8%	41.7%	41.1%
Total		100.0%	100.0%	100.0%

**q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve	Unchecked	59.0%	58.2%	58.9%
	Checked	41.0%	41.8%	41.1%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: CO \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: CO	Unchecked	98.0%	98.0%	97.4%	97.9%
	Checked	2.0%	2.0%	2.6%	2.1%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: CO \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: CO	Unchecked	98.2%	97.5%	97.9%
	Checked	1.8%	2.5%	2.1%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: CO \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: CO	Unchecked	97.9%	98.3%	97.9%
	Checked	2.1%	1.7%	2.1%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Chain of Command \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Chain of Command	Unchecked	90.6%	90.1%	87.2%	89.8%
	Checked	9.4%	9.9%	12.8%	10.2%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Chain of Command \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Chain of Command	Unchecked	90.4%	88.9%	89.8%
	Checked	9.6%	11.1%	10.2%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Chain of Command \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Chain of Command	Unchecked	89.6%	91.1%	89.8%
	Checked	10.4%	8.9%	10.2%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Navy Career Counselor \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Navy Career Counselor	Unchecked	86.4%	82.6%	75.3%
	Checked	13.6%	17.4%	24.7%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Navy Career Counselor \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q57 Receive info on Navy Reserve: Navy Career Counselor	Unchecked	83.9%	82.5%
	Checked	16.1%	17.5%
Total		100.0%	100.0%

**q57 Receive info on Navy Reserve: Navy Career Counselor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q57 Receive info on Navy Reserve: Navy Career Counselor	Unchecked	82.9%	82.5%
	Checked	17.1%	17.5%
Total		100.0%	100.0%

**q57 Receive info on Navy Reserve: TAP Brief/CARIT team member \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: TAP Brief/CARIT team member	Unchecked	97.3%	92.5%	83.5%
	Checked	2.7%	7.5%	16.5%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: TAP Brief/CARIT team member \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q57 Receive info on Navy Reserve: TAP Brief/CARIT team member	Unchecked	92.6%	92.4%
	Checked	7.4%	7.6%
Total		100.0%	100.0%

**q57 Receive info on Navy Reserve: TAP Brief/CARIT team member \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: TAP Brief/CARIT team member	Unchecked	92.6%	91.1%	92.4%
	Checked	7.4%	8.9%	7.6%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR)	Unchecked	99.1%	98.5%	98.5%	98.6%
	Checked	.9%	1.5%	1.5%	1.4%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR)	Unchecked	99.0%	98.0%	98.6%
	Checked	1.0%	2.0%	1.4%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR)	Unchecked	98.6%	98.9%	98.6%
	Checked	1.4%	1.1%	1.4%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: The TPU \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: The TPU	Unchecked	99.1%	98.9%	99.7%	99.1%
	Checked	.9%	1.1%	.3%	.9%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: The TPU \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: The TPU	Unchecked	99.0%	99.2%	99.1%
	Checked	1.0%	.8%	.9%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: The TPU \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: The TPU	Unchecked	99.1%	98.9%	99.1%
	Checked	.9%	1.1%	.9%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter	Unchecked	91.4%	88.4%	91.3%	89.5%
	Checked	8.6%	11.6%	8.7%	10.5%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter	Unchecked	89.2%	89.9%	89.5%
	Checked	10.8%	10.1%	10.5%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter	Unchecked	90.2%	84.7%	89.5%
	Checked	9.8%	15.3%	10.5%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites	Unchecked	96.5%	90.7%	83.2%	91.0%
	Checked	3.5%	9.3%	16.8%	9.0%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites	Unchecked	91.0%	91.0%	91.0%
	Checked	9.0%	9.0%	9.0%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites	Unchecked	91.1%	90.6%	91.0%
	Checked	8.9%	9.4%	9.0%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.navy.mil web sites \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.navy.mil web sites	Unchecked	93.4%	89.5%	86.5%	90.0%
	Checked	6.6%	10.5%	13.5%	10.0%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.  
navy.mil web sites \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.navy.mil web sites	Unchecked	89.9%	90.1%	90.0%
	Checked	10.1%	9.9%	10.0%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.  
navy.mil web sites \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.navy.mil web sites	Unchecked	90.0%	90.2%	90.0%
	Checked	10.0%	9.8%	10.0%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.)	Unchecked	91.3%	89.3%	87.8%	89.6%
	Checked	8.7%	10.7%	12.2%	10.4%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.)	Unchecked	89.3%	90.0%	89.6%
	Checked	10.7%	10.0%	10.4%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.)	Unchecked	89.1%	92.6%	89.6%
	Checked	10.9%	7.4%	10.4%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Television \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Television	Unchecked	84.5%	89.9%	92.3%	89.0%
	Checked	15.5%	10.1%	7.7%	11.0%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Television \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Television	Unchecked	89.4%	88.4%	89.0%
	Checked	10.6%	11.6%	11.0%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Television \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Television	Unchecked	88.3%	93.5%	89.0%
	Checked	11.7%	6.5%	11.0%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Radio \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Radio	Unchecked	94.0%	95.0%	96.8%	95.0%
	Checked	6.0%	5.0%	3.2%	5.0%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Radio \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Radio	Unchecked	94.9%	95.2%	95.0%
	Checked	5.1%	4.8%	5.0%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Radio \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Radio	Unchecked	94.7%	96.6%	95.0%
	Checked	5.3%	3.4%	5.0%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: A Reservist \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: A Reservist	Unchecked	83.7%	83.7%	84.4%	83.8%
	Checked	16.3%	16.3%	15.6%	16.2%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: A Reservist \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: A Reservist	Unchecked	84.3%	82.9%	83.8%
	Checked	15.7%	17.1%	16.2%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: A Reservist \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: A Reservist	Unchecked	84.0%	82.7%	83.8%
	Checked	16.0%	17.3%	16.2%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Friends \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Friends	Unchecked	86.0%	87.8%	90.5%
	Checked	14.0%	12.2%	9.5%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Friends \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q57 Receive info on Navy Reserve: Friends	Unchecked	87.6%	88.0%
	Checked	12.4%	12.0%
Total		100.0%	100.0%

**q57 Receive info on Navy Reserve: Friends \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q57 Receive info on Navy Reserve: Friends	Unchecked	88.0%	86.2%
	Checked	12.0%	13.8%
Total		100.0%	100.0%

**q57 Receive info on Navy Reserve: Other \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q57 Receive info on Navy Reserve: Other	Unchecked	93.8%	92.7%	92.7%
	Checked	6.2%	7.3%	7.3%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Other \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q57 Receive info on Navy Reserve: Other	Unchecked	92.3%	93.9%
	Checked	7.7%	6.1%
Total		100.0%	100.0%

**q57 Receive info on Navy Reserve: Other \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q57 Receive info on Navy Reserve: Other	Unchecked	92.8%	92.9%
	Checked	7.2%	7.1%
Total		100.0%	100.0%

**q58 - If you decided to leave active duty, would you consider affiliating with the Navy Reserve? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q58 - If you decided to leave active duty, would you consider affiliating with the Navy Reserve?	Yes	38.9%	42.0%	28.5% 39.5%
	No	24.4%	27.8%	56.2% 30.6%
	I don't know enough about the Navy Reserve to answer this qu	36.7%	30.3%	15.3% 29.8%
Total		100.0%	100.0%	100.0% 100.0%

**q58 - If you decided to leave active duty, would you consider affiliating with the Navy Reserve? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q58 - If you decided to leave active duty, would you consider affiliating with the Navy Reserve?	Yes	36.8%	44.2% 39.5%
	No	33.8%	25.4% 30.6%
	I don't know enough about the Navy Reserve to answer this qu	29.5%	30.4% 29.8%
Total		100.0%	100.0% 100.0%

**q58 - If you decided to leave active duty, would you consider affiliating with the Navy Reserve?  
q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q58 - If you decided to leave active duty, would you consider affiliating with the Navy Reserve?	Yes	38.3%	47.2% 39.5%
	No	31.8%	23.4% 30.6%
	I don't know enough about the Navy Reserve to answer this qu	29.9%	29.4% 29.8%
Total		100.0%	100.0% 100.0%

**q59 The Navy has a great deal of personal meaning for me \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q59 The Navy has a great deal of personal meaning for me	Agree	52.2%	61.6%	91.2%	63.2%
	Neither agree nor disagree	30.5%	24.3%	7.2%	23.5%
	Disagree	17.4%	14.2%	1.6%	13.3%
Total		100.0%	100.0%	100.0%	100.0%

**q59 The Navy has a great deal of personal meaning for me \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q59 The Navy has a great deal of personal meaning for me	Agree	62.3%	64.8%	63.2%
	Neither agree nor disagree	23.1%	24.2%	23.5%
	Disagree	14.6%	11.1%	13.3%
Total		100.0%	100.0%	100.0%

**q59 The Navy has a great deal of personal meaning for me \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q59 The Navy has a great deal of personal meaning for me	Agree	63.4%	62.0%	63.2%
	Neither agree nor disagree	22.9%	26.9%	23.5%
	Disagree	13.7%	11.1%	13.3%
Total		100.0%	100.0%	100.0%

**q59 I feel like I'm 'part of the family' in the Navy \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q59 I feel like I'm 'part of the family' in the Navy	Agree	42.9%	49.8%	82.9%	52.5%
	Neither agree nor disagree	24.4%	26.1%	11.8%	23.9%
	Disagree	32.7%	24.1%	5.3%	23.7%
Total		100.0%	100.0%	100.0%	100.0%

**q59 I feel like I'm 'part of the family' in the Navy \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q59 I feel like I'm 'part of the family' in the Navy	Agree	50.2%	52.5%
	Neither agree nor disagree	24.1%	23.9%
	Disagree	25.6%	23.7%
Total		100.0%	100.0%

**q59 I feel like I'm 'part of the family' in the Navy \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q59 I feel like I'm 'part of the family' in the Navy	Agree	52.4%	52.5%
	Neither agree nor disagree	23.6%	23.9%
	Disagree	24.0%	23.7%
Total		100.0%	100.0%

**q59 I feel 'emotionally attached' to the Navy \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q59 I feel 'emotionally attached' to the Navy	Agree	32.1%	37.7%	72.1%
	Neither agree nor disagree	22.9%	28.7%	18.5%
	Disagree	45.1%	33.6%	9.4%
Total		100.0%	100.0%	100.0%

**q59 I feel 'emotionally attached' to the Navy \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q59 I feel 'emotionally attached' to the Navy	Agree	39.6%	40.8%
	Neither agree nor disagree	24.3%	26.1%
	Disagree	36.1%	33.1%
Total		100.0%	100.0%

**q59 I feel 'emotionally attached' to the Navy \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q59 I feel 'emotionally attached' to the Navy	Agree	40.6%	42.1%	40.8%
	Neither agree nor disagree	25.4%	30.4%	26.1%
	Disagree	34.0%	27.6%	33.1%
Total		100.0%	100.0%	100.0%

**q59 I do not think that I could easily become as attached to another organization as I am to the \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q59 I do not think that I could easily become as attached to another organization as I am to the	Agree	27.4%	31.2%	55.7%	33.4%
	Neither agree nor disagree	32.3%	31.6%	27.0%	31.2%
	Disagree	40.3%	37.3%	17.3%	35.4%
Total		100.0%	100.0%	100.0%	100.0%

**q59 I do not think that I could easily become as attached to another organization as I am to the \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q59 I do not think that I could easily become as attached to another organization as I am to the	Agree	31.6%	36.5%	33.4%
	Neither agree nor disagree	30.7%	31.9%	31.2%
	Disagree	37.7%	31.5%	35.4%
Total		100.0%	100.0%	100.0%

**q59 I do not think that I could easily become as attached to another organization as I am to the \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q59 I do not think that I could easily become as attached to another organization as I am to the	Agree	33.5%	32.9%	33.4%
	Neither agree nor disagree	30.8%	33.7%	31.2%
	Disagree	35.7%	33.5%	35.4%
Total		100.0%	100.0%	100.0%

**q59 I feel a strong sense of belonging in the Navy \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q59 I feel a strong sense of belonging in the Navy	Agree	34.7%	43.9%	82.3%	46.7%
	Neither agree nor disagree	28.6%	28.4%	12.3%	26.4%
	Disagree	36.8%	27.7%	5.4%	26.9%
Total		100.0%	100.0%	100.0%	100.0%

**q59 I feel a strong sense of belonging in the Navy \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q59 I feel a strong sense of belonging in the Navy	Agree	44.7%	50.1%	46.7%
	Neither agree nor disagree	26.0%	27.0%	26.4%
	Disagree	29.3%	22.8%	26.9%
Total		100.0%	100.0%	100.0%

**q59 I feel a strong sense of belonging in the Navy \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q59 I feel a strong sense of belonging in the Navy	Agree	47.6%	41.3%	46.7%
	Neither agree nor disagree	25.3%	32.8%	26.4%
	Disagree	27.1%	25.9%	26.9%
Total		100.0%	100.0%	100.0%

**q60 I have a clear understanding of the present Navy advancement/promotion system \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q60 I have a clear understanding of the present Navy advancement/promotion system	Agree	68.4%	79.6%	91.6%	78.6%
	Neither agree nor disagree	17.8%	11.7%	4.5%	12.2%
	Disagree	13.8%	8.7%	3.8%	9.2%
Total		100.0%	100.0%	100.0%	100.0%

**q60 I have a clear understanding of the present Navy advancement/promotion system \*  
racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q60 I have a clear understanding of the present Navy advancement/promotion system	Agree	78.1%	78.6%
	Neither agree nor disagree	12.1%	12.2%
	Disagree	9.7%	9.2%
Total		100.0%	100.0%

**q60 I have a clear understanding of the present Navy advancement/promotion system \* q77 -  
What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q60 I have a clear understanding of the present Navy advancement/promotion system	Agree	79.3%	78.6%
	Neither agree nor disagree	11.5%	12.2%
	Disagree	9.2%	9.2%
Total		100.0%	100.0%

**q60 I am satisfied with the present Navy advancement/promotion system \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q60 I am satisfied with the present Navy advancement/promotion system	Agree	27.0%	32.4%	56.4%
	Neither agree nor disagree	28.6%	21.1%	13.5%
	Disagree	44.5%	46.5%	30.2%
Total		100.0%	100.0%	100.0%

**q60 I am satisfied with the present Navy advancement/promotion system \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q60 I am satisfied with the present Navy advancement/promotion system	Agree	32.7%	34.3%
	Neither agree nor disagree	19.9%	21.8%
	Disagree	47.3%	43.9%
Total		100.0%	100.0%

**q60 I am satisfied with the present Navy advancement/promotion system \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q60 I am satisfied with the present Navy advancement/promotion system	Agree	34.2%	34.3%
	Neither agree nor disagree	21.2%	21.8%
	Disagree	44.5%	43.9%
Total		100.0%	100.0%

**q60 I believe the most qualified and deserving Sailors get advanced/promoted \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q60 I believe the most qualified and deserving Sailors get advanced/promoted	Agree	33.4%	25.0%	40.8%
	Neither agree nor disagree	17.6%	16.8%	17.9%
	Disagree	49.0%	58.3%	41.2%
Total		100.0%	100.0%	100.0%

**q60 I believe the most qualified and deserving Sailors get advanced/promoted \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q60 I believe the most qualified and deserving Sailors get advanced/promoted	Agree	25.4%	34.7%
	Neither agree nor disagree	15.9%	19.1%
	Disagree	58.6%	46.2%
Total		100.0%	100.0%

**q60 I believe the most qualified and deserving Sailors get advanced/promoted \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q60 I believe the most qualified and deserving Sailors get advanced/promoted	Agree	29.5%	28.9%
	Neither agree nor disagree	16.7%	17.1%
	Disagree	53.8%	54.0%
Total		100.0%	100.0%

**q60 I expect to be advanced/promoted within my current term of service, commitment, or obligated service \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q60 I expect to be advanced/promoted within my current term of service, commitment, or obligated service	Agree	80.0%	65.4%	43.7%	65.9%
	Neither agree nor disagree	13.6%	18.7%	28.3%	18.8%
	Disagree	6.4%	15.9%	28.0%	15.3%
Total		100.0%	100.0%	100.0%	100.0%

**q60 I expect to be advanced/promoted within my current term of service, commitment, or obligated service \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q60 I expect to be advanced/promoted within my current term of service, commitment, or obligated service	Agree	63.3%	70.1%	65.9%
	Neither agree nor disagree	19.0%	18.4%	18.8%
	Disagree	17.6%	11.5%	15.3%
Total		100.0%	100.0%	100.0%

**q60 I expect to be advanced/promoted within my current term of service, commitment, or obligated service \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q60 I expect to be advanced/promoted within my current term of service, commitment, or obligated service	Agree	66.9%	60.0%	65.9%
	Neither agree nor disagree	17.7%	25.5%	18.8%
	Disagree	15.5%	14.5%	15.3%
Total		100.0%	100.0%	100.0%

**q61\_r1 Have a clear understanding of the EVAL/FITREP system \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q61_r1 Have a clear understanding of the EVAL/FITREP system	2	62.5%	78.4%	95.8%	77.1%
	3	21.0%	12.7%	3.2%	13.4%
	4	16.4%	8.9%	1.0%	9.6%
Total		100.0%	100.0%	100.0%	100.0%

**q61\_r1 Have a clear understanding of the EVAL/FITREP system \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q61_r1 Have a clear understanding of the EVAL/FITREP system	2	76.1%	78.7% 77.1%
	3	12.7%	14.5% 13.4%
	4	11.2%	6.8% 9.6%
Total		100.0%	100.0% 100.0%

**q61\_r1 Have a clear understanding of the EVAL/FITREP system \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q61_r1 Have a clear understanding of the EVAL/FITREP system	2	77.0%	77.4% 77.1%
	3	13.2%	14.1% 13.4%
	4	9.7%	8.5% 9.6%
Total		100.0%	100.0% 100.0%

**q61\_r2 Last EVAL/FITREP was fair/accurate \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q61_r2 Last EVAL/FITREP was fair/accurate	2	62.7%	64.7%	77.0% 65.8%
	3	23.7%	17.4%	10.9% 18.0%
	4	13.6%	17.9%	12.1% 16.1%
Total		100.0%	100.0%	100.0% 100.0%

**q61\_r2 Last EVAL/FITREP was fair/accurate \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q61_r2 Last EVAL/FITREP was fair/accurate	2	66.0%	65.6% 65.8%
	3	17.4%	19.0% 18.0%
	4	16.6%	15.3% 16.1%
Total		100.0%	100.0% 100.0%

**q61\_r2 Last EVAL/FITREP was fair/accurate \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q61_r2 Last EVAL/FITREP was fair/accurate	2 3 4	65.4% 18.6% 16.0%	68.6% 14.6% 16.8%	65.8% 18.0% 16.1%
Total		100.0%	100.0%	100.0%

**q61\_r3 Last EVAL/FITREP was conducted in timely manner \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q61_r3 Last EVAL/FITREP was conducted in timely manner	2 3 4	61.8% 27.7% 10.5%	65.3% 18.8% 15.9%	81.6% 7.3% 11.2%	66.6% 19.3% 14.0%
Total		100.0%	100.0%	100.0%	100.0%

**q61\_r3 Last EVAL/FITREP was conducted in timely manner \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total	
	majority	minority		
q61_r3 Last EVAL/FITREP was conducted in timely manner	2 3 4	65.9% 19.5% 14.6%	67.9% 19.1% 13.1%	66.6% 19.3% 14.0%
Total		100.0%	100.0%	100.0%

**q61\_r3 Last EVAL/FITREP was conducted in timely manner \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q61_r3 Last EVAL/FITREP was conducted in timely manner	2 3 4	66.5% 19.3% 14.2%	67.5% 19.7% 12.8%	66.6% 19.3% 14.0%
Total		100.0%	100.0%	100.0%

**q61\_r4 Able to submit input at last EVAL/FITREP \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q61_r4 Able to submit input at last EVAL/FITREP	2	54.4%	75.7%	94.7%
	3	31.1%	11.6%	3.5%
	4	14.4%	12.7%	1.8%
Total		100.0%	100.0%	100.0%

**q61\_r4 Able to submit input at last EVAL/FITREP \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q61_r4 Able to submit input at last EVAL/FITREP	2	72.8%	73.3%
	3	14.7%	15.0%
	4	12.5%	11.7%
Total		100.0%	100.0%

**q61\_r4 Able to submit input at last EVAL/FITREP \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q61_r4 Able to submit input at last EVAL/FITREP	2	73.3%	73.3%
	3	14.6%	15.0%
	4	12.1%	11.7%
Total		100.0%	100.0%

**q61\_r5 Last advancement/promotion recommendation was accurate \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q61_r5 Last advancement/promotion recommendation was accurate	2	48.3%	71.4%	82.4%
	3	37.1%	14.8%	8.5%
	4	14.6%	13.9%	9.1%
Total		100.0%	100.0%	100.0%

**q61\_r5 Last advancement/promotion recommendation was accurate \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q61_r5 Last advancement/promotion recommendation was accurate	2	68.1%	66.7%
	3	18.5%	19.9%
	4	13.4%	13.4%
Total		100.0%	100.0%

**q61\_r5 Last advancement/promotion recommendation was accurate \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q61_r5 Last advancement/promotion recommendation was accurate	2	67.7%	66.8%
	3	18.4%	22.6%
	4	13.9%	10.6%
Total		100.0%	100.0%

**q61\_r6 Satisfied with the present EVAL/FITREP system \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q61_r6 Satisfied with the present EVAL/FITREP system	2	43.1%	44.4%	55.8%
	3	37.3%	24.0%	16.4%
	4	19.6%	31.6%	27.7%
Total		100.0%	100.0%	100.0%

**q61\_r6 Satisfied with the present EVAL/FITREP system \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q61_r6 Satisfied with the present EVAL/FITREP system	2	43.5%	48.9%
	3	25.1%	27.7%
	4	31.4%	23.3%
Total		100.0%	100.0%

**q61\_r6 Satisfied with the present EVAL/FITREP system \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q61_r6 Satisfied with the present EVAL/FITREP system	2 3 4	45.6% 25.5% 28.9%	45.6% 29.3% 25.0%	45.6% 26.1% 28.4%
Total		100.0%	100.0%	100.0%

**q61\_r7 Most qualified/deserving Sailors score highest on EVAL/FITREP \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q61_r7 Most qualified/deserving Sailors score highest on EVAL/FITREP	2 3 4	34.9% 26.7% 38.4%	31.2% 20.3% 48.5%	40.3% 19.5% 40.1%	33.2% 21.6% 45.1%
Total		100.0%	100.0%	100.0%	100.0%

**q61\_r7 Most qualified/deserving Sailors score highest on EVAL/FITREP \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total	
	majority	minority		
q61_r7 Most qualified/deserving Sailors score highest on EVAL/FITREP	2 3 4	30.9% 20.7% 48.3%	37.2% 23.1% 39.7%	33.2% 21.6% 45.1%
Total		100.0%	100.0%	100.0%

**q61\_r7 Most qualified/deserving Sailors score highest on EVAL/FITREP \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q61_r7 Most qualified/deserving Sailors score highest on EVAL/FITREP	2 3 4	33.3% 21.6% 45.1%	32.7% 21.8% 45.5%	33.2% 21.6% 45.1%
Total		100.0%	100.0%	100.0%

**q61\_r8 Navy has trained me to effectively perform mid-term counseling \* paygrp  
Crosstabulation**

% within paygrp

	2	paygrp			Total
		E2-E3	E4-E6	E7-E9	
q61_r8 Navy has trained me to effectively perform mid-term counseling	2	20.7%	40.5%	82.6%	41.4%
	3	27.8%	22.9%	9.7%	22.3%
	4	18.9%	23.9%	7.7%	20.7%
	6	32.5%	12.7%		15.6%
Total		100.0%	100.0%	100.0%	100.0%

**q61\_r8 Navy has trained me to effectively perform mid-term counseling \* racegrp  
Crosstabulation**

% within racegrp

	2	racegrp		Total
		majority	minority	
q61_r8 Navy has trained me to effectively perform mid-term counseling	2	39.3%	45.1%	41.4%
	3	21.2%	24.1%	22.3%
	4	22.3%	18.1%	20.7%
	6	17.3%	12.7%	15.6%
Total		100.0%	100.0%	100.0%

**q61\_r8 Navy has trained me to effectively perform mid-term counseling \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	2	q77 - What is your gender?		Total
		Male	Female	
q61_r8 Navy has trained me to effectively perform mid-term counseling	2	42.3%	36.3%	41.4%
	3	21.9%	24.5%	22.3%
	4	20.5%	22.1%	20.7%
	6	15.3%	17.1%	15.6%
Total		100.0%	100.0%	100.0%

**q61\_r9 Navy has trained me to effectively write EVALS/FITREPS \* paygrp  
Crosstabulation**

% within paygrp

	2	paygrp			Total
		E2-E3	E4-E6	E7-E9	
q61_r9 Navy has trained me to effectively write EVALS/FITREPS	2	19.4%	36.5%	69.0%	36.7%
	3	24.1%	22.3%	14.6%	21.7%
	4	23.9%	28.2%	16.3%	25.7%
	6	32.7%	13.0%	.1%	15.8%
Total		100.0%	100.0%	100.0%	100.0%

**q61\_r9 Navy has trained me to effectively write EVALS/FITREPS \* racegrp  
Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q61_r9 Navy has trained me to effectively write EVALS/FITREPS	2	34.2%	41.1%	36.7%
	3	20.9%	23.1%	21.7%
	4	27.1%	23.4%	25.7%
	6	17.8%	12.4%	15.8%
Total		100.0%	100.0%	100.0%

**q61\_r9 Navy has trained me to effectively write EVALS/FITREPS \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q61_r9 Navy has trained me to effectively write EVALS/FITREPS	2	37.5%	31.8%	36.7%
	3	21.6%	22.5%	21.7%
	4	25.2%	28.8%	25.7%
	6	15.6%	16.8%	15.8%
Total		100.0%	100.0%	100.0%

**q61\_r10 In past year, I've had difficulty performing mid-term counseling \* paygrp  
Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q61_r10 In past year, I've had difficulty performing mid-term counseling	2	10.9%	11.8%	9.6%	11.3%
	3	35.9%	30.4%	16.7%	29.9%
	4	11.0%	30.5%	67.7%	30.9%
	6	42.2%	27.3%	6.0%	27.9%
Total		100.0%	100.0%	100.0%	100.0%

**q61\_r10 In past year, I've had difficulty performing mid-term counseling \* racegrp  
Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q61_r10 In past year, I've had difficulty performing mid-term counseling	2	8.7%	15.7%	11.3%
	3	29.6%	30.4%	29.9%
	4	30.3%	31.8%	30.9%
	6	31.4%	22.1%	27.9%
Total		100.0%	100.0%	100.0%

**q61\_r10 In past year, I've had difficulty performing mid-term counseling \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q61_r10 In past year, I've had difficulty performing mid-term counseling	2	11.7%	9.4%	11.3%
	3	29.8%	30.1%	29.9%
	4	30.7%	31.8%	30.9%
	6	27.8%	28.6%	27.9%
Total		100.0%	100.0%	100.0%

**q61\_r11 In past year, I've had difficulty writing EVAL/FITREP \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q61_r11 In past year, I've had difficulty writing EVAL/FITREP	2	11.9%	17.8%	12.8%	15.9%
	3	33.8%	28.3%	17.4%	28.2%
	4	12.1%	29.1%	64.6%	29.8%
	6	42.1%	24.7%	5.3%	26.2%
Total		100.0%	100.0%	100.0%	100.0%

**q61\_r11 In past year, I've had difficulty writing EVAL/FITREP \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q61_r11 In past year, I've had difficulty writing EVAL/FITREP	2	13.9%	19.2%	15.9%
	3	28.2%	28.1%	28.2%
	4	28.7%	31.7%	29.8%
	6	29.2%	21.0%	26.2%
Total		100.0%	100.0%	100.0%

**q61\_r11 In past year, I've had difficulty writing EVAL/FITREP \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q61_r11 In past year, I've had difficulty writing EVAL/FITREP	2	15.6%	17.1%	15.9%
	3	28.3%	27.0%	28.2%
	4	29.9%	29.6%	29.8%
	6	26.1%	26.3%	26.2%
Total		100.0%	100.0%	100.0%

**q62 I feel that I have been adequately recognized for my accomplishments on my EVALs/FITREPs \***  
**paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q62 I feel that I have been adequately recognized for my accomplishments on my EVALs/FITREPs	Agree	44.7%	52.2%	79.1%
	Neither agree nor disagree	29.3%	23.0%	10.1%
	Disagree	26.1%	24.8%	10.7%
Total		100.0%	100.0%	100.0%

**q62 I feel that I have been adequately recognized for my accomplishments on my EVALs/FITREPs \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q62 I feel that I have been adequately recognized for my accomplishments on my EVALs/FITREPs	Agree	52.6%	56.1%
	Neither agree nor disagree	23.0%	22.4%
	Disagree	24.4%	21.5%
Total		100.0%	100.0%

**q62 I feel that I have been adequately recognized for my accomplishments on my EVALs/FITREPs**  
**\* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q62 I feel that I have been adequately recognized for my accomplishments on my EVALs/FITREPs	Agree	54.3%	51.5%
	Neither agree nor disagree	22.4%	25.3%
	Disagree	23.3%	23.2%
Total		100.0%	100.0%

**q62 I feel that I have been adequately recognizedfor my accomplishments with appropriate awards \***  
**paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q62 I feel that I have been adequately recognizedfor my accomplishments with appropriate awards	Agree	30.7%	37.7%	64.7%
	Neither agree nor disagree	36.5%	24.8%	18.4%
	Disagree	32.9%	37.5%	16.9%
Total		100.0%	100.0%	100.0%

**q62 I feel that I have been adequately recognizedfor my accomplishments with appropriate awards \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q62 I feel that I have been adequately recognizedfor my accomplishments with appropriate awards	Agree	37.4%	43.3% 39.6%
	Neither agree nor disagree	25.7%	28.2% 26.7%
	Disagree	36.9%	28.5% 33.8%
Total		100.0%	100.0% 100.0%

**q62 I feel that I have been adequately recognizedfor my accomplishments with appropriate awards \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q62 I feel that I have been adequately recognizedfor my accomplishments with appropriate awards	Agree	39.6%	39.5% 39.6%
	Neither agree nor disagree	26.4%	28.0% 26.7%
	Disagree	34.0%	32.5% 33.8%
Total		100.0%	100.0% 100.0%

**q63 I have a clearly defined career path for my designator, rating, or community \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q63 I have a clearly defined career path for my designator, rating, or community	Agree	43.6%	54.7%	76.5% 55.0%
	Neither agree nor disagree	30.5%	25.3%	13.2% 24.9%
	Disagree	25.8%	20.0%	10.2% 20.1%
Total		100.0%	100.0%	100.0% 100.0%

**q63 I have a clearly defined career path for my designator, rating, or community \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q63 I have a clearly defined career path for my designator, rating, or community	Agree	54.9%	55.2% 55.0%
	Neither agree nor disagree	23.6%	27.2% 24.9%
	Disagree	21.5%	17.7% 20.1%
Total		100.0%	100.0% 100.0%

**q63 I have a clearly defined career path for my designator, rating, or community \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q63 I have a clearly defined career path for my designator, rating, or community	Agree	56.0%	48.7%
	Neither agree nor disagree	24.3%	28.8%
	Disagree	19.7%	22.6%
Total		100.0%	100.0%

**q63 I have made sufficient progress in my advancement for my designator, rating, or community \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q63 I have made sufficient progress in my advancement for my designator, rating, or community	Agree	41.3%	63.7%	83.6%
	Neither agree nor disagree	35.8%	21.4%	10.2%
	Disagree	22.9%	14.9%	6.2%
Total		100.0%	100.0%	100.0%

**q63 I have made sufficient progress in my advancement for my designator, rating, or community \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q63 I have made sufficient progress in my advancement for my designator, rating, or community	Agree	61.5%	60.7%
	Neither agree nor disagree	23.2%	23.2%
	Disagree	15.3%	16.2%
Total		100.0%	100.0%

**q63 I have made sufficient progress in my advancement for my designator, rating, or community \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q63 I have made sufficient progress in my advancement for my designator, rating, or community	Agree	62.4%	53.5%
	Neither agree nor disagree	22.6%	27.2%
	Disagree	15.0%	19.3%
Total		100.0%	100.0%

**q63 I have been given adequate counseling/guidance on my career development by my immediate supervisor \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q63 I have been given adequate counseling/guidance on my career development by my immediate supervisor	Agree	42.0%	45.6%	64.9%	47.2%
	Neither agree nor disagree	29.7%	27.1%	20.1%	26.8%
	Disagree	28.3%	27.4%	15.0%	26.0%
Total		100.0%	100.0%	100.0%	100.0%

**q63 I have been given adequate counseling/guidance on my career development by my immediate supervisor \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q63 I have been given adequate counseling/guidance on my career development by my immediate supervisor	Agree	46.3%	48.8%	47.2%
	Neither agree nor disagree	26.3%	27.5%	26.8%
	Disagree	27.4%	23.7%	26.0%
Total		100.0%	100.0%	100.0%

**q63 I have been given adequate counseling/guidance on my career development by my immediate supervisor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q63 I have been given adequate counseling/guidance on my career development by my immediate supervisor	Agree	48.1%	41.8%	47.2%
	Neither agree nor disagree	26.1%	31.1%	26.8%
	Disagree	25.8%	27.1%	26.0%
Total		100.0%	100.0%	100.0%

**q63 I have been given adequate counseling/guidance on my career development by my division, department, or command career counselor \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q63 I have been given adequate counseling/guidance on my career development...	Agree	34.4%	43.0%	60.5%	43.3%
	Neither agree nor disagree	33.0%	26.2%	24.3%	27.5%

**q63 I have been given adequate counseling/guidance on my career development by my division, department, or command career counselor \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q63 I have been given adequate ...	Disagree	32.6%	30.8%	15.2%	29.2%
Total		100.0%	100.0%	100.0%	100.0%

**q63 I have been given adequate counseling/guidance on my career development by my division, department, or command career counselor \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total	
	majority	minority		
q63 I have been given adequate counseling/guidance on my career development by my division, department, or command career counselor	Agree	41.4%	46.5%	43.3%
	Neither agree nor disagree	27.4%	27.6%	27.5%
	Disagree	31.1%	25.9%	29.2%
Total		100.0%	100.0%	100.0%

**q63 I have been given adequate counseling/guidance on my career development by my division, department, or command career counselor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q63 I have been given adequate counseling/guidance on my career development by my division, department, or command career counselor	Agree	43.8%	40.7%	43.3%
	Neither agree nor disagree	27.0%	30.3%	27.5%
	Disagree	29.2%	29.0%	29.2%
Total		100.0%	100.0%	100.0%

**q64 - Which of the following would you most prefer be actively involved in helping manage your Navy career? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q64 - Which of the following would you most prefer be actively involved in helping manage your Navy career?	My Department or Division leadership	28.2%	36.7%	33.8%	34.4%
	My Command Career Counselor or Detailer	34.8%	30.8%	27.3%	31.3%
	I prefer to manage my Navy career by myself and do not need	15.2%	22.0%	38.2%	22.6%

**q64 - Which of the following would you most prefer be actively involved in helping manage your Navy career? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q64 - Which of the following would you most prefer be actively involved in helping manage your Navy career?	None of the above; I am not interested in a career in the Na	21.8%	10.4%	.7%
Total		100.0%	100.0%	100.0%

**q64 - Which of the following would you most prefer be actively involved in helping manage your Navy career? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q64 - Which of the following would you most prefer be actively involved in helping manage your Navy career?	My Department or Division leadership	35.3%	32.9%
	My Command Career Counselor or Detailer	27.5%	37.6%
	I prefer to manage my Navy career by myself and do not need	24.2%	19.7%
	None of the above; I am not interested in a career in the Na	13.0%	9.8%
Total		100.0%	100.0%

**q64 - Which of the following would you most prefer be actively involved in helping manage your Navy career? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q64 - Which of the following would you most prefer be actively involved in helping manage your Navy career?	My Department or Division leadership	34.9%	31.2%
	My Command Career Counselor or Detailer	30.4%	36.7%
	I prefer to manage my Navy career by myself and do not need	23.3%	17.7%
	None of the above; I am not interested in a career in the Na	11.3%	14.3%
Total		100.0%	100.0%

**q65 Overall, I am satisfied with the detailing process \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q65 Overall, I am satisfied with the detailing process	Agree	26.7%	30.4%	52.3%	32.4%
	Neither agree nor disagree	49.8%	36.7%	20.9%	37.6%
	Disagree	23.5%	32.9%	26.8%	30.0%
Total		100.0%	100.0%	100.0%	100.0%

**q65 Overall, I am satisfied with the detailing process \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q65 Overall, I am satisfied with the detailing process	Agree	29.3%	37.4%	32.4%
	Neither agree nor disagree	38.7%	35.8%	37.6%
	Disagree	31.9%	26.8%	30.0%
Total		100.0%	100.0%	100.0%

**q65 Overall, I am satisfied with the detailing process \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q65 Overall, I am satisfied with the detailing process	Agree	32.4%	32.3%	32.4%
	Neither agree nor disagree	37.4%	39.3%	37.6%
	Disagree	30.3%	28.4%	30.0%
Total		100.0%	100.0%	100.0%

**q65 I have a clear understanding of the detailing process (i.e., the way in which detailers fill requirements) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q65 I have a clear understanding of the detailing process (i.e., the way in which detailers fill requirements)	Agree	28.5%	40.0%	70.1%	41.3%
	Neither agree nor disagree	43.1%	31.6%	16.0%	32.2%
	Disagree	28.3%	28.4%	14.0%	26.5%
Total		100.0%	100.0%	100.0%	100.0%

**q65 I have a clear understanding of the detailing process (i.e., the way in which detailers fill requirements) \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q65 I have a clear understanding of the detailing process (i.e., the way in which detailers fill requirements)	Agree	39.8%	41.3%
	Neither agree nor disagree	32.4%	32.2%
	Disagree	27.8%	26.5%
Total		100.0%	100.0%

**q65 I have a clear understanding of the detailing process (i.e., the way in which detailers fill requirements) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q65 I have a clear understanding of the detailing process (i.e., the way in which detailers fill requirements)	Agree	41.3%	41.3%
	Neither agree nor disagree	32.2%	32.2%
	Disagree	26.5%	26.5%
Total		100.0%	100.0%

**q65 My detailer responds in a timely manner to my questions and concerns \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q65 My detailer responds in a timely manner to my questions and concerns	Agree	18.4%	30.8%	32.4%
	Neither agree nor disagree	64.2%	44.1%	45.6%
	Disagree	17.5%	25.1%	22.0%
Total		100.0%	100.0%	100.0%

**q65 My detailer responds in a timely manner to my questions and concerns \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q65 My detailer responds in a timely manner to my questions and concerns	Agree	30.7%	32.4%
	Neither agree nor disagree	46.9%	45.6%
	Disagree	22.4%	22.0%
Total		100.0%	100.0%

**q65 My detailer responds in a timely manner to my questions and concerns \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q65 My detailer responds in a timely manner to my questions and concerns	Agree	32.4%	32.3%	32.4%
	Neither agree nor disagree	45.5%	46.2%	45.6%
	Disagree	22.1%	21.5%	22.0%
Total		100.0%	100.0%	100.0%

**q65 My detailer is an advocate for my needs and desires \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q65 My detailer is an advocate for my needs and desires	Agree	16.5%	23.6%	46.4%	24.9%
	Neither agree nor disagree	64.9%	47.7%	29.6%	49.3%
	Disagree	18.6%	28.7%	23.9%	25.8%
Total		100.0%	100.0%	100.0%	100.0%

**q65 My detailer is an advocate for my needs and desires \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q65 My detailer is an advocate for my needs and desires	Agree	22.6%	28.9%	24.9%
	Neither agree nor disagree	50.5%	47.3%	49.3%
	Disagree	27.0%	23.7%	25.8%
Total		100.0%	100.0%	100.0%

**q65 My detailer is an advocate for my needs and desires \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q65 My detailer is an advocate for my needs and desires	Agree	25.1%	24.0%	24.9%
	Neither agree nor disagree	49.3%	49.2%	49.3%
	Disagree	25.6%	26.8%	25.8%
Total		100.0%	100.0%	100.0%

**q65 My detailer is receptive to resolving conflicts between my desires and needs of the Navy \***  
**paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q65 My detailer is receptive to resolving conflicts between my desires and needs of the Navy	Agree	16.0%	26.8%	51.2%	27.5%
	Neither agree nor disagree	65.6%	47.5%	28.8%	49.2%
	Disagree	18.4%	25.7%	20.0%	23.3%
Total		100.0%	100.0%	100.0%	100.0%

**q65 My detailer is receptive to resolving conflicts between my desires and needs of the Navy \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q65 My detailer is receptive to resolving conflicts between my desires and needs of the Navy	Agree	24.8%	32.1%	27.5%
	Neither agree nor disagree	51.0%	46.0%	49.2%
	Disagree	24.2%	21.8%	23.3%
Total		100.0%	100.0%	100.0%

**q65 My detailer is receptive to resolving conflicts between my desires and needs of the Navy \***  
**q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q65 My detailer is receptive to resolving conflicts between my desires and needs of the Navy	Agree	27.5%	27.3%	27.5%
	Neither agree nor disagree	49.4%	47.6%	49.2%
	Disagree	23.0%	25.1%	23.3%
Total		100.0%	100.0%	100.0%

**q65 I am satisfied with my detailer \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q65 I am satisfied with my detailer	Agree	19.6%	29.9%	60.1%	31.4%
	Neither agree nor disagree	63.3%	48.5%	25.6%	48.9%
	Disagree	17.1%	21.6%	14.3%	19.7%
Total		100.0%	100.0%	100.0%	100.0%

**q65 I am satisfied with my detailer \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q65 I am satisfied with my detailer	Agree	29.1%	35.4% 31.4%
	Neither agree nor disagree	51.1%	45.3% 48.9%
	Disagree	19.9%	19.4% 19.7%
Total		100.0%	100.0% 100.0%

**q65 I am satisfied with my detailer \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q65 I am satisfied with my detailer	Agree	31.5%	31.2% 31.4%
	Neither agree nor disagree	49.0%	48.4% 48.9%
	Disagree	19.6%	20.4% 19.7%
Total		100.0%	100.0% 100.0%

**q65 Since reporting to my current duty station, I have been satisfied with the assignment I was given  
\* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q65 Since reporting to my current duty station, I have been satisfied with the assignment I was given	Agree	37.7%	45.5%	72.3% 47.2%
	Neither agree nor disagree	35.4%	29.0%	15.0% 28.6%
	Disagree	26.9%	25.5%	12.7% 24.2%
Total		100.0%	100.0%	100.0% 100.0%

**q65 Since reporting to my current duty station, I have been satisfied with the assignment I was given \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q65 Since reporting to my current duty station, I have been satisfied with the assignment I was given	Agree	45.3%	50.4% 47.2%
	Neither agree nor disagree	29.4%	27.4% 28.6%
	Disagree	25.3%	22.3% 24.2%
Total		100.0%	100.0% 100.0%

**q65 Since reporting to my current duty station, I have been satisfied with the assignment I was given \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q65 Since reporting to my current duty station, I have been satisfied with the assignment I was given	Agree	48.2%	41.1%
	Neither agree nor disagree	27.6%	35.1%
	Disagree	24.2%	23.8%
Total		100.0%	100.0%

**q66 The last time you negotiated orders with your detailer, did you receive the orders of your choice? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q66 The last time you negotiated orders with your detailer, did you receive the orders of your choice?	Does not apply, I have not yet negotiated orders	45.7%	22.1%	1.4%
	Does not apply, I did not contact my detailer to negotiate m	21.6%	11.7%	6.7%
	Yes	16.9%	44.4%	71.0%
	No	15.8%	21.7%	20.9%
Total		100.0%	100.0%	100.0%

**q66 The last time you negotiated orders with your detailer, did you receive the orders of your choice? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q66 The last time you negotiated orders with your detailer, did you receive the orders of your choice?	Does not apply, I have not yet negotiated orders	25.6%	23.5%
	Does not apply, I did not contact my detailer to negotiate m	13.2%	13.6%
	Yes	41.5%	41.8%
	No	19.7%	21.2%
Total		100.0%	100.0%

**q66 The last time you negotiated orders with your detailer, did you receive the orders of your choice? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q66 The last time you negotiated orders with ...	Does not apply, I have not yet negotiated orders	24.9%	24.0%

**q66 The last time you negotiated orders with your detailer, did you receive the orders of your choice? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q66 The last time you negotiated orders with your detailer, did you receive the orders of your choice?	Does not apply, I did not contact my detailer to negotiate m	13.1%	14.6%	13.3%
	Yes	41.7%	41.0%	41.6%
	No	20.2%	20.4%	20.3%
Total		100.0%	100.0%	100.0%

**q67 The last time you negotiated orders with your detailer, how many choices of assignments were you given? \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q67 The last time you negotiated orders with your detailer, how many choices of assignments were you given?	Does not apply, I have not yet negotiated orders	49.4%	23.0%	1.9%	26.3%
	Does not apply, I did not contact my detailer to negotiate m	20.8%	10.7%	6.5%	12.4%
	1	9.4%	15.1%	29.5%	15.7%
	2	6.9%	17.2%	26.6%	16.1%
	3	4.8%	16.8%	19.1%	14.4%
	4	1.6%	4.6%	4.1%	3.9%
5 or more		7.2%	12.6%	12.4%	11.3%
Total		100.0%	100.0%	100.0%	100.0%

**q67 The last time you negotiated orders with your detailer, how many choices of assignments were you given? \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q67 The last time you negotiated orders with your detailer, how many choices of assignments were you given?	Does not apply, I have not yet negotiated orders	27.6%	24.1%	26.3%
	Does not apply, I did not contact my detailer to negotiate m	11.9%	13.2%	12.4%
	1	15.6%	15.8%	15.7%
	2	15.3%	17.3%	16.1%
	3	14.3%	14.5%	14.4%
	4	3.8%	3.9%	3.9%
5 or more		11.4%	11.2%	11.3%
Total		100.0%	100.0%	100.0%

**q67 The last time you negotiated orders with your detailer, how many choices of assignments were you given? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q67 The last time you negotiated orders with your detailer, how many choices of assignments were you given?	Does not apply, I have not yet negotiated orders	26.4%	25.4%	26.3%
	Does not apply, I did not contact my detailer to negotiate m	12.0%	15.2%	12.4%
	1	15.6%	16.0%	15.7%
	2	15.8%	17.6%	16.1%
	3	14.6%	13.0%	14.4%
	4	3.8%	4.2%	3.9%
	5 or more	11.8%	8.7%	11.3%
Total		100.0%	100.0%	100.0%

**\$pcsmov Frequencies**

	Responses		Percent of Cases
	N	Percent	
PCS <sup>a</sup>	q68 PCS: Did not experience any financial loss during last PCS	110798	33.2%
	q68 PCS: I have not experienced a PCS move	60735	18.2%
	q68 PCS: Loss in value of a home or property that you own	12434	3.7%
	q68 PCS: Loss in spouse income	36019	10.8%
	q68 PCS: Loss in spouse retirement benefits	7907	2.4%
	q68 PCS: Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agree	36133	10.8%
	q68 PCS: Loss due to additional cost for full commercial insurance coverage of household goods	13584	4.1%
	q68 PCS: Loss due to stolen goods	10107	3.0%
	q68 PCS: Loss due to damaged goods during move	45703	13.7%
Total		333420	100.0%
			137.5%

a. Dichotomy group tabulated at value 1.

**q68 PCS: Did not experience any financial loss during last PCS \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q68 PCS: Did not experience any financial loss during last PCS	Unchecked	56.3%	57.1%	53.9%	56.5%
	Checked	43.7%	42.9%	46.1%	43.5%
Total		100.0%	100.0%	100.0%	100.0%

**q68 PCS: Did not experience any financial loss during last PCS \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q68 PCS: Did not experience any financial loss during last PCS	Unchecked	57.6%	54.7%	56.5%
	Checked	42.4%	45.3%	43.5%
Total		100.0%	100.0%	100.0%

**q68 PCS: Did not experience any financial loss during last PCS \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q68 PCS: Did not experience any financial loss during last PCS	Unchecked	57.1%	52.7%	56.5%
	Checked	42.9%	47.3%	43.5%
Total		100.0%	100.0%	100.0%

**q68 PCS: I have not experienced a PCS move \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q68 PCS: I have not experienced a PCS move	Unchecked	58.6%	78.6%	94.8%	76.1%
	Checked	41.4%	21.4%	5.2%	23.9%
Total		100.0%	100.0%	100.0%	100.0%

**q68 PCS: I have not experienced a PCS move \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q68 PCS: I have not experienced a PCS move	Unchecked	75.2%	77.7%	76.1%
	Checked	24.8%	22.3%	23.9%
Total		100.0%	100.0%	100.0%

**q68 PCS: I have not experienced a PCS move \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q68 PCS: I have not experienced a PCS move	Unchecked	76.2%	75.8%	76.1%
	Checked	23.8%	24.2%	23.9%
Total		100.0%	100.0%	100.0%

**q68 PCS: Loss in value of a home or property that you own \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q68 PCS: Loss in value of a home or property that you own	Unchecked	98.9%	95.1%	88.6%	95.1%
	Checked	1.1%	4.9%	11.4%	4.9%
Total		100.0%	100.0%	100.0%	100.0%

**q68 PCS: Loss in value of a home or property that you own \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q68 PCS: Loss in value of a home or property that you own	Unchecked	95.6%	94.3%	95.1%
	Checked	4.4%	5.7%	4.9%
Total		100.0%	100.0%	100.0%

**q68 PCS: Loss in value of a home or property that you own \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q68 PCS: Loss in value of a home or property that you own	Unchecked	94.9%	96.3%	95.1%
	Checked	5.1%	3.7%	4.9%
Total		100.0%	100.0%	100.0%

**q68 PCS: Loss in spouse income \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q68 PCS: Loss in spouse income	Unchecked	95.8%	84.7%	74.0%	85.9%
	Checked	4.2%	15.3%	26.0%	14.1%
Total		100.0%	100.0%	100.0%	100.0%

**q68 PCS: Loss in spouse income \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q68 PCS: Loss in spouse income	Unchecked	85.0%	85.9%
	Checked	15.0%	14.1%
Total		100.0%	100.0%

**q68 PCS: Loss in spouse income \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q68 PCS: Loss in spouse income	Unchecked	84.7%	85.9%
	Checked	15.3%	14.1%
Total		100.0%	100.0%

**q68 PCS: Loss in spouse retirement benefits \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q68 PCS: Loss in spouse retirement benefits	Unchecked	99.6%	96.9%	96.9%
	Checked	.4%	3.1%	3.1%
Total		100.0%	100.0%	100.0%

**q68 PCS: Loss in spouse retirement benefits \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q68 PCS: Loss in spouse retirement benefits	Unchecked	96.6%	96.9%
	Checked	3.4%	3.1%
Total		100.0%	100.0%

**q68 PCS: Loss in spouse retirement benefits \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q68 PCS: Loss in spouse retirement benefits	Unchecked	96.6%	96.9%
	Checked	3.4%	3.1%
Total		100.0%	100.0%

**q68 PCS: Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agre \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q68 PCS: Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agre	Unchecked	92.0%	85.0%	79.0%	85.8%
	Checked	8.0%	15.0%	21.0%	14.2%
Total		100.0%	100.0%	100.0%	100.0%

**q68 PCS: Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agre \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q68 PCS: Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agre	Unchecked	85.2%	86.8%	85.8%
	Checked	14.8%	13.2%	14.2%
Total		100.0%	100.0%	100.0%

**q68 PCS: Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agre \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q68 PCS: Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agre	Unchecked	85.1%	90.1%	85.8%
	Checked	14.9%	9.9%	14.2%
Total		100.0%	100.0%	100.0%

**q68 PCS: Loss due to additional cost for full commercial insurance coverage of household goods \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q68 PCS: Loss due to additional cost for full commercial insurance coverage of household goods	Unchecked	98.9%	93.7%	92.0%	94.7%
	Checked	1.1%	6.3%	8.0%	5.3%
Total		100.0%	100.0%	100.0%	100.0%

**q68 PCS: Loss due to additional cost for full commercial insurance coverage of household goods \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q68 PCS: Loss due to additional cost for full commercial insurance coverage of household goods	Unchecked	94.8%	94.5%	94.7%
	Checked	5.2%	5.5%	5.3%
Total		100.0%	100.0%	100.0%

**q68 PCS: Loss due to additional cost for full commercial insurance coverage of household goods \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q68 PCS: Loss due to additional cost for full commercial insurance coverage of household goods	Unchecked	94.5%	95.8%	94.7%
	Checked	5.5%	4.2%	5.3%
Total		100.0%	100.0%	100.0%

**q68 PCS: Loss due to stolen goods \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q68 PCS: Loss due to stolen goods	Unchecked	98.0%	95.9%	93.0%	96.0%
	Checked	2.0%	4.1%	7.0%	4.0%
Total		100.0%	100.0%	100.0%	100.0%

**q68 PCS: Loss due to stolen goods \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q68 PCS: Loss due to stolen goods	Unchecked	95.9%	96.3%	96.0%
	Checked	4.1%	3.7%	4.0%
Total		100.0%	100.0%	100.0%

**q68 PCS: Loss due to stolen goods \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q68 PCS: Loss due to ...	Unchecked	96.2%	94.7%	96.0%

**q68 PCS: Loss due to stolen goods \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q68 PCS: Loss due to ... Checked	3.8%	5.3%	4.0%
Total	100.0%	100.0%	100.0%

**q68 PCS: Loss due to damaged goods during move \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q68 PCS: Loss due to damaged goods during move	Unchecked	94.9%	80.4%	67.7%	82.0%
	Checked	5.1%	19.6%	32.3%	18.0%
Total		100.0%	100.0%	100.0%	100.0%

**q68 PCS: Loss due to damaged goods during move \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total	
	majority	minority		
q68 PCS: Loss due to damaged goods during move	Unchecked	82.0%	82.1%	82.0%
	Checked	18.0%	17.9%	18.0%
Total		100.0%	100.0%	100.0%

**q68 PCS: Loss due to damaged goods during move \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q68 PCS: Loss due to damaged goods during move	Unchecked	81.8%	83.7%	82.0%
	Checked	18.2%	16.3%	18.0%
Total		100.0%	100.0%	100.0%

**q69 Has your leadership provided you with time to support the Navy's "culture of fitness"? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q69 Has your leadership provided you with time to support the Navy's "culture of fitness"?	Yes	50.2%	60.2%	87.4%	61.4%
	No	21.0%	22.2%	10.5%	20.4%
	Don't know/Not applicable	28.8%	17.6%	2.2%	18.2%
Total		100.0%	100.0%	100.0%	100.0%

**q69 Has your leadership provided you with time to support the Navy's "culture of fitness"? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q69 Has your leadership provided you with time to support the Navy's "culture of fitness"?	Yes	60.6%	62.7% 61.4%
	No	23.0%	16.2% 20.4%
	Don't know/Not applicable	16.4%	21.1% 18.2%
Total		100.0%	100.0% 100.0%

**q69 Has your leadership provided you with time to support the Navy's "culture of fitness"? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q69 Has your leadership provided you with time to support the Navy's "culture of fitness"?	Yes	62.2%	56.8% 61.4%
	No	20.3%	21.1% 20.4%
	Don't know/Not applicable	17.5%	22.0% 18.2%
Total		100.0%	100.0% 100.0%

**q70 I feel an IA assignment is beneficial to my career \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q70 I feel an IA assignment is beneficial to my career	Agree	38.3%	36.6%	34.4% 36.7%
	Neither agree nor disagree	37.9%	30.6%	29.7% 32.1%
	Disagree	23.8%	32.8%	35.9% 31.2%
Total		100.0%	100.0%	100.0% 100.0%

**q70 I feel an IA assignment is beneficial to my career \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q70 I feel an IA assignment is beneficial to my career	Agree	35.3%	39.0% 36.7%
	Neither agree nor disagree	31.5%	33.3% 32.1%
	Disagree	33.2%	27.7% 31.2%
Total		100.0%	100.0% 100.0%

**q70 I feel an IA assignment is beneficial to my career \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q70 I feel an IA assignment is beneficial to my career	Agree	36.8%	35.9%	36.7%
	Neither agree nor disagree	31.5%	36.0%	32.1%
	Disagree	31.7%	28.2%	31.2%
Total		100.0%	100.0%	100.0%

**q70 I would recommend an IA assignment to my friends \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q70 I would recommend an IA assignment to my friends	Agree	27.6%	25.4%	26.7%	26.1%
	Neither agree nor disagree	46.8%	36.9%	35.5%	39.0%
	Disagree	25.6%	37.6%	37.8%	34.9%
Total		100.0%	100.0%	100.0%	100.0%

**q70 I would recommend an IA assignment to my friends \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q70 I would recommend an IA assignment to my friends	Agree	24.4%	28.8%	26.1%
	Neither agree nor disagree	39.8%	37.6%	39.0%
	Disagree	35.8%	33.5%	34.9%
Total		100.0%	100.0%	100.0%

**q70 I would recommend an IA assignment to my friends \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q70 I would recommend an IA assignment to my friends	Agree	26.1%	25.7%	26.1%
	Neither agree nor disagree	38.1%	44.2%	39.0%
	Disagree	35.7%	30.1%	34.9%
Total		100.0%	100.0%	100.0%

**q70 I have considered signing up for an IA assignment \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q70 I have considered signing up for an IA assignment	Agree	46.1%	40.3%	38.1%	41.4%
	Neither agree nor disagree	29.7%	22.9%	22.6%	24.4%
	Disagree	24.2%	36.8%	39.3%	34.3%
Total		100.0%	100.0%	100.0%	100.0%

**q70 I have considered signing up for an IA assignment \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q70 I have considered signing up for an IA assignment	Agree	42.1%	40.2%	41.4%
	Neither agree nor disagree	23.2%	26.3%	24.4%
	Disagree	34.7%	33.5%	34.3%
Total		100.0%	100.0%	100.0%

**q70 I have considered signing up for an IA assignment \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q70 I have considered signing up for an IA assignment	Agree	41.7%	39.2%	41.4%
	Neither agree nor disagree	24.0%	26.9%	24.4%
	Disagree	34.3%	33.9%	34.3%
Total		100.0%	100.0%	100.0%

**q70 I have already volunteered for an IA assignment \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q70 I have already volunteered for an IA assignment	Agree	16.8%	19.4%	16.9%	18.5%
	Neither agree nor disagree	42.0%	30.1%	28.1%	32.5%
	Disagree	41.2%	50.5%	55.0%	49.0%
Total		100.0%	100.0%	100.0%	100.0%

**q70 I have already volunteered for an IA assignment \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q70 I have already volunteered for an IA assignment	Agree	18.3%	18.8%	18.5%
	Neither agree nor disagree	31.1%	35.0%	32.5%
	Disagree	50.6%	46.2%	49.0%
Total		100.0%	100.0%	100.0%

**q70 I have already volunteered for an IA assignment \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q70 I have already volunteered for an IA assignment	Agree	19.4%	13.1%	18.5%
	Neither agree nor disagree	31.9%	36.6%	32.5%
	Disagree	48.7%	50.3%	49.0%
Total		100.0%	100.0%	100.0%

**q70 I am concerned that I will be placed in an IA assignment \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q70 I am concerned that I will be placed in an IA assignment	Agree	20.1%	36.8%	33.7%	32.6%
	Neither agree nor disagree	45.8%	35.1%	36.3%	37.7%
	Disagree	34.1%	28.1%	30.0%	29.7%
Total		100.0%	100.0%	100.0%	100.0%

**q70 I am concerned that I will be placed in an IA assignment \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q70 I am concerned that I will be placed in an IA assignment	Agree	31.5%	34.6%	32.6%
	Neither agree nor disagree	36.6%	39.5%	37.7%
	Disagree	32.0%	25.9%	29.7%
Total		100.0%	100.0%	100.0%

**q70 I am concerned that I will be placed in an IA assignment \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q70 I am concerned that I will be placed in an IA assignment	Agree	32.2%	32.6%
	Neither agree nor disagree	38.0%	37.7%
	Disagree	29.8%	29.7%
Total		100.0%	100.0%

**q70 The IA selection process is fair for individuals \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q70 The IA selection process is fair for individuals	Agree	16.2%	15.5%	15.5%
	Neither agree nor disagree	64.2%	56.2%	52.1%
	Disagree	19.6%	28.3%	32.4%
Total		100.0%	100.0%	100.0%

**q70 The IA selection process is fair for individuals \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q70 The IA selection process is fair for individuals	Agree	12.8%	20.4%
	Neither agree nor disagree	57.5%	57.5%
	Disagree	29.7%	22.1%
Total		100.0%	100.0%

**q70 The IA selection process is fair for individuals \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q70 The IA selection process is fair for individuals	Agree	15.0%	19.3%
	Neither agree nor disagree	57.0%	60.3%
	Disagree	27.9%	20.4%
Total		100.0%	100.0%

**q70 Being selected for an IA assignment would negatively influence my decision to stay in the \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q70 Being selected for an IA assignment would negatively influence my decision to stay in the	Agree	26.3%	35.6%	34.4%	33.3%
	Neither agree nor disagree	44.4%	34.5%	37.2%	37.1%
	Disagree	29.3%	29.9%	28.4%	29.6%
Total		100.0%	100.0%	100.0%	100.0%

**q70 Being selected for an IA assignment would negatively influence my decision to stay in the \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q70 Being selected for an IA assignment would negatively influence my decision to stay in the	Agree	33.9%	32.3%	33.3%
	Neither agree nor disagree	35.0%	40.5%	37.1%
	Disagree	31.1%	27.1%	29.6%
Total		100.0%	100.0%	100.0%

**q70 Being selected for an IA assignment would negatively influence my decision to stay in the \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q70 Being selected for an IA assignment would negatively influence my decision to stay in the	Agree	33.4%	32.8%	33.3%
	Neither agree nor disagree	36.3%	42.0%	37.1%
	Disagree	30.3%	25.3%	29.6%
Total		100.0%	100.0%	100.0%

**q70 Overall, I think the IA program is good for the Navy \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q70 Overall, I think the IA program is good for the Navy	Agree	38.4%	30.9%	19.4%	31.1%
	Neither agree nor disagree	44.3%	37.9%	33.8%	38.8%
	Disagree	17.3%	31.2%	46.8%	30.0%
Total		100.0%	100.0%	100.0%	100.0%

**q70 Overall, I think the IA program is good for the Navy \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q70 Overall, I think the IA program is good for the Navy	Agree	30.5%	32.3%	31.1%
	Neither agree nor disagree	36.5%	42.6%	38.8%
	Disagree	33.0%	25.1%	30.0%
Total		100.0%	100.0%	100.0%

**q70 Overall, I think the IA program is good for the Navy \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q70 Overall, I think the IA program is good for the Navy	Agree	31.1%	31.5%	31.1%
	Neither agree nor disagree	37.8%	45.4%	38.8%
	Disagree	31.2%	23.1%	30.0%
Total		100.0%	100.0%	100.0%

**\$gradedu Frequencies**

		Responses		Percent of Cases
		N	Percent	
Interest in graduate education <sup>a</sup>	Interest in Graduate Education - Not applicable - not interested in graduate education at this time	42283	8.5%	17.0%
	Interest in Graduate education - Personal reasons - personal development, personal interest	148651	30.0%	59.8%
	Interest in graduate education - Increase chances for promotion	81098	16.3%	32.6%
	Interest in graduate education - Job/career track requires graduate education	71918	14.5%	28.9%
	Interest in graduate education - Improve civilian job opportunities after leaving the Navy	145989	29.4%	58.7%
	Interest in graduate education - Other	6083	1.2%	2.4%
	Total	496021	100.0%	199.6%

a. Dichotomy group tabulated at value 1.

**Interest in Graduate Education - Not applicable - not interested in graduate education at this time \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
Interest in Graduate Education - Not applicable - not interested in graduate education at this time	Unchecked	84.3%	83.9%	79.1%	83.4%
	Checked	15.7%	16.1%	20.9%	16.6%
Total		100.0%	100.0%	100.0%	100.0%

**Interest in Graduate Education - Not applicable - not interested in graduate education at this time \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Interest in Graduate Education - Not applicable - not interested in graduate education at this time	Unchecked	79.8%	89.5%	83.4%
	Checked	20.2%	10.5%	16.6%
Total		100.0%	100.0%	100.0%

**Interest in Graduate Education - Not applicable - not interested in graduate education at this time \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
Interest in Graduate Education - Not applicable - not interested in graduate education at this time	Unchecked	83.5%	83.0%	83.4%
	Checked	16.5%	17.0%	16.6%
Total		100.0%	100.0%	100.0%

**Interest in Graduate education - Personal reasons - personal development, personal interest \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
Interest in Graduate education - Personal reasons - personal development, personal interest	Unchecked	43.9%	40.2%	45.0%	41.6%
	Checked	56.1%	59.8%	55.0%	58.4%
Total		100.0%	100.0%	100.0%	100.0%

**Interest in Graduate education - Personal reasons - personal development, personal interest \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Interest in Graduate education - Personal reasons - personal development, personal interest	Unchecked	42.5%	40.1%	41.6%
	Checked	57.5%	59.9%	58.4%
Total		100.0%	100.0%	100.0%

**Interest in Graduate education - Personal reasons - personal development, personal interest \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
Interest in Graduate education - Personal reasons - personal development, personal interest	Unchecked	41.9%	40.0%	41.6%
	Checked	58.1%	60.0%	58.4%
Total		100.0%	100.0%	100.0%

**Interest in graduate education - Increase chances for promotion \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
Interest in graduate education - Increase chances for promotion	Unchecked	69.3%	66.6%	74.2%	68.1%
	Checked	30.7%	33.4%	25.8%	31.9%
Total		100.0%	100.0%	100.0%	100.0%

**Interest in graduate education - Increase chances for promotion \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Interest in graduate education - Increase chances for promotion	Unchecked	70.2%	64.6%	68.1%
	Checked	29.8%	35.4%	31.9%
Total		100.0%	100.0%	100.0%

**Interest in graduate education - Increase chances for promotion \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
Interest in graduate education - Increase chances for promotion	Unchecked	67.7%	70.7%	68.1%
	Checked	32.3%	29.3%	31.9%
Total		100.0%	100.0%	100.0%

**Interest in graduate education - Job/career track requires graduate education \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
Interest in graduate education - Job/career track requires graduate education	Unchecked	65.1%	72.0%	82.6%	71.8%
	Checked	34.9%	28.0%	17.4%	28.2%
Total		100.0%	100.0%	100.0%	100.0%

**Interest in graduate education - Job/career track requires graduate education \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Interest in graduate education - Job/career track requires graduate education	Unchecked	74.5%	67.1%	71.8%
	Checked	25.5%	32.9%	28.2%
Total		100.0%	100.0%	100.0%

**Interest in graduate education - Job/career track requires graduate education \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
Interest in graduate education - Job/career track requires graduate education	Unchecked	72.0%	70.2%	71.8%
	Checked	28.0%	29.8%	28.2%
Total		100.0%	100.0%	100.0%

**Interest in graduate education - Improve civilian job opportunities after leaving the Navy**  
 \* paygrp Crosstabulation

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
Interest in graduate education - Improve civilian job opportunities after leaving the Navy	Unchecked	43.0%	42.3%	43.8%	42.7%
	Checked	57.0%	57.7%	56.2%	57.3%
Total		100.0%	100.0%	100.0%	100.0%

**Interest in graduate education - Improve civilian job opportunities after leaving the Navy \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Interest in graduate education - Improve civilian job opportunities after leaving the Navy	Unchecked	44.0%	40.4%	42.7%
	Checked	56.0%	59.6%	57.3%
Total		100.0%	100.0%	100.0%

**Interest in graduate education - Improve civilian job opportunities after leaving the Navy \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
Interest in graduate education - Improve civilian job opportunities after leaving the Navy	Unchecked	42.5%	43.7%	42.7%
	Checked	57.5%	56.3%	57.3%
Total		100.0%	100.0%	100.0%

**Interest in graduate education - Other \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
Interest in graduate education - Other	Unchecked	96.7%	97.8%	98.4%	97.6%
	Checked	3.3%	2.2%	1.6%	2.4%
Total		100.0%	100.0%	100.0%	100.0%

**Interest in graduate education - Other \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
Interest in graduate ...	Unchecked	98.2%	96.6%	97.6%

### Interest in graduate education - Other \* racegrp Crosstabulation

% within racegrp

	racegrp		Total
	majority	minority	
Interest in graduate ...	Checked	1.8%	3.4%
Total		100.0%	100.0%

### Interest in graduate education - Other \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
Interest in graduate education - Other	Unchecked	97.6%	97.5%
	Checked	2.4%	2.5%
Total		100.0%	100.0%

### \$currassg Frequencies

	Responses	Percent of Cases	
		N	Percent
Benefit your current assignment a	q72 Benefit your current assignment - Engineering	85204	15.4%
	q72 Benefit your current assignment - Science or Math	94229	17.0%
	q72 Benefit your current assignment - Management	132905	24.0%
	q72 Benefit your current assignment - Communication skills	119424	21.6%
	q72 Benefit your current assignment - Critical thinking	94254	17.0%
	q72 Benefit your current assignment - Other	27746	5.0%
Total		553762	100.0%

a. Dichotomy group tabulated at value 1.

### q72 Benefit your current assignment - Engineering \* paygrp Crosstabulation

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q72 Benefit your current assignment - Engineering	Unchecked	70.1%	63.4%	75.9%
	Checked	29.9%	36.6%	24.1%
Total		100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Engineering \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q72 Benefit your current assignment - Engineering	Unchecked	63.5%	71.6%
	Checked	36.5%	28.4%
Total		100.0%	100.0%

**q72 Benefit your current assignment - Engineering \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q72 Benefit your current assignment - Engineering	Unchecked	63.3%	86.3%
	Checked	36.7%	13.7%
Total		100.0%	100.0%

**q72 Benefit your current assignment - Science or Math \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q72 Benefit your current assignment - Science or Math	Unchecked	58.9%	61.7%	77.0%
	Checked	41.1%	38.3%	23.0%
Total		100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Science or Math \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q72 Benefit your current assignment - Science or Math	Unchecked	63.1%	62.8%
	Checked	36.9%	37.2%
Total		100.0%	100.0%

**q72 Benefit your current assignment - Science or Math \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q72 Benefit your current assignment - Science or Math	Unchecked	62.4%	66.5%
	Checked	37.6%	33.5%
Total		100.0%	100.0%

**q72 Benefit your current assignment - Management \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q72 Benefit your current assignment - Management	Unchecked	58.5%	47.9%	28.2%	47.8%
	Checked	41.5%	52.1%	71.8%	52.2%
Total		100.0%	100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Management \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total	
	majority	minority		
q72 Benefit your current assignment - Management	Unchecked	48.4%	46.8%	47.8%
	Checked	51.6%	53.2%	52.2%
Total		100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Management \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total	
	Male	Female		
q72 Benefit your current assignment - Management	Unchecked	47.6%	48.7%	47.8%
	Checked	52.4%	51.3%	52.2%
Total		100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Communication skills \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total	
	E2-E3	E4-E6	E7-E9		
q72 Benefit your current assignment - Communication skills	Unchecked	54.1%	52.4%	54.6%	53.1%
	Checked	45.9%	47.6%	45.4%	46.9%
Total		100.0%	100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Communication skills \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total	
	majority	minority		
q72 Benefit your current assignment - Communication skills	Unchecked	54.5%	50.7%	53.1%
	Checked	45.5%	49.3%	46.9%
Total		100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Communication skills \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q72 Benefit your current assignment - Communication skills	Unchecked	54.2%	46.2%	53.1%
	Checked	45.8%	53.8%	46.9%
Total		100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Critical thinking \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q72 Benefit your current assignment - Critical thinking	Unchecked	63.7%	63.2%	60.4%	63.0%
	Checked	36.3%	36.8%	39.6%	37.0%
Total		100.0%	100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Critical thinking \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q72 Benefit your current assignment - Critical thinking	Unchecked	63.2%	62.6%	63.0%
	Checked	36.8%	37.4%	37.0%
Total		100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Critical thinking \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q72 Benefit your current assignment - Critical thinking	Unchecked	63.1%	62.1%	63.0%
	Checked	36.9%	37.9%	37.0%
Total		100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Other \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q72 Benefit your current assignment - Other	Unchecked	82.4%	90.9%	92.1%	89.1%
	Checked	17.6%	9.1%	7.9%	10.9%
Total		100.0%	100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Other \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q72 Benefit your current assignment - Other	Unchecked	89.7%	88.1%	89.1%
	Checked	10.3%	11.9%	10.9%
Total		100.0%	100.0%	100.0%

**q72 Benefit your current assignment - Other \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q72 Benefit your current assignment - Other	Unchecked	89.6%	86.2%	89.1%
	Checked	10.4%	13.8%	10.9%
Total		100.0%	100.0%	100.0%

**q73 - I am well-prepared for my current assignment. \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q73 - I am well-prepared for my current assignment.	Agree	62.2%	70.9%	86.1%	70.9%
	Neither agree nor disagree	28.2%	19.7%	9.2%	20.2%
	Disagree	9.6%	9.4%	4.7%	8.9%
Total		100.0%	100.0%	100.0%	100.0%

**q73 - I am well-prepared for my current assignment. \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q73 - I am well-prepared for my current assignment.	Agree	70.1%	72.3%	70.9%
	Neither agree nor disagree	20.1%	20.4%	20.2%
	Disagree	9.8%	7.3%	8.9%
Total		100.0%	100.0%	100.0%

**q73 - I am well-prepared for my current assignment. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q73 - I am well-prepar...	Agree	71.6%	66.7%	70.9%

**q73 - I am well-prepared for my current assignment. \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q73 - I am well-prepared for my current assignment.	Neither agree nor disagree	19.8%	23.0%	20.2%
	Disagree	8.6%	10.3%	8.9%
Total		100.0%	100.0%	100.0%

**q74 - Which of the following best prepared you for your current assignment? \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q74 - Which of the following best prepared you for your current assignment?	Prior tours	5.6%	29.1%	67.0%	28.8%
	Navy training	58.7%	45.6%	23.7%	45.7%
	College education	8.9%	9.2%	4.2%	8.5%
	Graduate education	3.9%	1.6%	1.5%	2.1%
	Other	22.9%	14.5%	3.7%	15.0%
Total		100.0%	100.0%	100.0%	100.0%

**q74 - Which of the following best prepared you for your current assignment? \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q74 - Which of the following best prepared you for your current assignment?	Prior tours	29.4%	27.9%	28.8%
	Navy training	44.1%	48.2%	45.7%
	College education	8.0%	9.2%	8.5%
	Graduate education	1.9%	2.3%	2.1%
	Other	16.6%	12.3%	15.0%
Total		100.0%	100.0%	100.0%

**q74 - Which of the following best prepared you for your current assignment? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q74 - Which of the following best prepared you for your current assignment?	Prior tours	29.2%	26.7%	28.8%
	Navy training	45.6%	45.9%	45.7%
	College education	8.4%	8.6%	8.5%
	Graduate education	2.2%	1.3%	2.1%

**q74 - Which of the following best prepared you for your current assignment? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q74 - Which of the ... Other	14.5%	17.5%	15.0%
Total	100.0%	100.0%	100.0%

**\$futassg Frequencies**

	Responses			Percent of Cases
		N	Percent	
Benefit your future assignment a	q75 Benefit your future assignment - Engineering	81827	14.2%	33.9%
	q75 Benefit your future assignment - Science or Math	93572	16.2%	38.8%
	q75 Benefit your future assignment - Management	140268	24.3%	58.1%
	q75 Benefit your future assignment - Communication skills	133302	23.1%	55.2%
	q75 Benefit your future assignment - Critical thinking	103761	18.0%	43.0%
	q75 Benefit your future assignment - Other	23912	4.1%	9.9%
	Total	576641	100.0%	239.0%

a. Dichotomy group tabulated at value 1.

**q75 Benefit your future assignment - Engineering \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		E2-E3	E4-E6	E7-E9	
q75 Benefit your future assignment - Engineering	Unchecked	68.9%	65.5%	77.7%	67.9%
	Checked	31.1%	34.5%	22.3%	32.1%
Total		100.0%	100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Engineering \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q75 Benefit your future assignment - Engineering	Unchecked	65.5%	71.8%	67.9%
	Checked	34.5%	28.2%	32.1%

**q75 Benefit your future assignment - Engineering \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
Total	100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Engineering \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q75 Benefit your future assignment - Engineering	Unchecked	64.8%	86.6%	67.9%
	Checked	35.2%	13.4%	32.1%
Total		100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Science or Math \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q75 Benefit your future assignment - Science or Math	Unchecked	54.4%	62.8%	81.0%	63.2%
	Checked	45.6%	37.2%	19.0%	36.8%
Total		100.0%	100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Science or Math \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q75 Benefit your future assignment - Science or Math	Unchecked	63.9%	62.2%	63.2%
	Checked	36.1%	37.8%	36.8%
Total		100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Science or Math \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q75 Benefit your future assignment - Science or Math	Unchecked	62.8%	65.9%	63.2%
	Checked	37.2%	34.1%	36.8%
Total		100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Management \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q75 Benefit your future assignment - Management	Unchecked	58.7%	43.7%	26.3%
	Checked	41.3%	56.3%	73.7%
Total		100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Management \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q75 Benefit your future assignment - Management	Unchecked	45.9%	43.2%
	Checked	54.1%	56.8%
Total		100.0%	100.0%

**q75 Benefit your future assignment - Management \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q75 Benefit your future assignment - Management	Unchecked	43.7%	52.1%
	Checked	56.3%	47.9%
Total		100.0%	100.0%

**q75 Benefit your future assignment - Communication skills \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q75 Benefit your future assignment - Communication skills	Unchecked	53.6%	45.2%	49.4%
	Checked	46.4%	54.8%	50.6%
Total		100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Communication skills \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q75 Benefit your future assignment - Communication skills	Unchecked	48.5%	46.2%
	Checked	51.5%	53.8%
Total		100.0%	100.0%

**q75 Benefit your future assignment - Communication skills \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q75 Benefit your future assignment - Communication skills	Unchecked	48.1%	44.8%	47.6%
	Checked	51.9%	55.2%	52.4%
Total		100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Critical thinking \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q75 Benefit your future assignment - Critical thinking	Unchecked	63.0%	58.2%	58.1%	59.2%
	Checked	37.0%	41.8%	41.9%	40.8%
Total		100.0%	100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Critical thinking \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q75 Benefit your future assignment - Critical thinking	Unchecked	58.8%	60.0%	59.2%
	Checked	41.2%	40.0%	40.8%
Total		100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Critical thinking \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q75 Benefit your future assignment - Critical thinking	Unchecked	58.5%	63.8%	59.2%
	Checked	41.5%	36.2%	40.8%
Total		100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Other \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q75 Benefit your future assignment - Other	Unchecked	87.7%	91.0%	93.9%	90.6%
	Checked	12.3%	9.0%	6.1%	9.4%
Total		100.0%	100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Other \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q75 Benefit your future assignment - Other	Unchecked	90.3%	91.1%	90.6%
	Checked	9.7%	8.9%	9.4%
Total		100.0%	100.0%	100.0%

**q75 Benefit your future assignment - Other \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q75 Benefit your future assignment - Other	Unchecked	91.2%	87.0%	90.6%
	Checked	8.8%	13.0%	9.4%
Total		100.0%	100.0%	100.0%

**q77 - What is your gender? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q77 - What is your gender?	Male	82.3%	85.8%	93.1%	85.9%
	Female	17.7%	14.2%	6.9%	14.1%
Total		100.0%	100.0%	100.0%	100.0%

**q77 - What is your gender? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q77 - What is your gender?	Male	88.4%	81.8%	85.9%
	Female	11.6%	18.2%	14.1%
Total		100.0%	100.0%	100.0%

**q78 Are you of Spanish, Hispanic, or Latino origin? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q78 Are you of Spanish, Hispanic, or Latino origin?	Yes	16.3%	11.4%	8.5%	12.1%
	No	83.7%	88.6%	91.5%	87.9%
Total		100.0%	100.0%	100.0%	100.0%

**q78 Are you of Spanish, Hispanic, or Latino origin? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q78 Are you of Spanish, Hispanic, or Latino origin?	Yes	32.7%	12.1%
	No	67.3%	87.9%
Total	100.0%	100.0%	100.0%

**q78 Are you of Spanish, Hispanic, or Latino origin? \* enloff Crosstabulation**

% within enloff

	enloff	Total
	Enlisted	
q78 Are you of Spanish, Hispanic, or Latino origin?	Yes	12.1%
	No	87.9%
Total	100.0%	100.0%

**q78 Are you of Spanish, Hispanic, or Latino origin? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q78 Are you of Spanish, Hispanic, or Latino origin?	Yes	11.8%	12.1%
	No	88.2%	87.9%
Total	100.0%	100.0%	100.0%

**\$racegrp Frequencies**

	Responses	Percent of Cases	
		N	Percent
Racial Background <sup>a</sup>	q75 Benefit your future assignment - Engineering	81827	14.8%
	q75 Benefit your future assignment - Science or Math	93572	16.9%
	q75 Benefit your future assignment - Management	140268	25.4%
	q75 Benefit your future assignment - Communication skills	133302	24.1%
	q75 Benefit your future assignment - Critical thinking	103761	18.8%
Total		552729	100.0%
			242.7%

a. Dichotomy group tabulated at value 1.

**q79 American Indian or Alaska Native \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q79 American Indian or Alaska Native	Unchecked	90.4%	95.2%	95.6%
	Checked	9.6%	4.8%	4.4%
Total		100.0%	100.0%	100.0%

**q79 American Indian or Alaska Native \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q79 American Indian or Alaska Native	Unchecked	94.2%	94.0%
	Checked	5.8%	6.0%
Total		100.0%	100.0%

**q79 Asian \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q79 Asian	Unchecked	93.2%	91.1%	94.2%
	Checked	6.8%	8.9%	5.8%
Total		100.0%	100.0%	100.0%

**q79 Asian \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q79 Asian	Unchecked	91.9%	92.7%
	Checked	8.1%	7.3%
Total		100.0%	100.0%

**q79 Black or African-American \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q79 Black or African-American	Unchecked	86.2%	83.9%	85.7%
	Checked	13.8%	16.1%	14.3%
Total		100.0%	100.0%	100.0%

**q79 Black or African-American \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q79 Black or African-American	Unchecked	86.4%	74.2%	84.7%
	Checked	13.6%	25.8%	15.3%
Total		100.0%	100.0%	100.0%

**q79 Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, Chamorro, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q79 Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, Chamorro, etc.)	Unchecked	98.4%	98.6%	99.7%	98.7%
	Checked	1.6%	1.4%	.3%	1.3%
Total		100.0%	100.0%	100.0%	100.0%

**q79 Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, Chamorro, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q79 Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, Chamorro, etc.)	Unchecked	98.7%	98.7%	98.7%
	Checked	1.3%	1.3%	1.3%
Total		100.0%	100.0%	100.0%

**q79 White \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q79 White	Unchecked	27.6%	29.7%	22.9%	28.4%
	Checked	72.4%	70.3%	77.1%	71.6%
Total		100.0%	100.0%	100.0%	100.0%

**q79 White \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q79 White	Unchecked	26.8%	37.8%	28.4%
	Checked	73.2%	62.2%	71.6%
Total		100.0%	100.0%	100.0%

**q80 What is your religious preference? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q80 What is your religious preference?	Buddhist	1.3%	1.3%	.5%	1.2%
	Catholic	25.4%	21.4%	24.7%	22.7%
	Hindu	.2%			.1%
	Jewish	.4%	.5%	.2%	.4%
	Mormon (Latter-day Saints)	1.3%	1.4%	1.2%	1.4%
	Muslim	.6%	.4%	.4%	.5%
	Orthodox Christian (Greek, Russian, etc.)	.9%	.6%	.2%	.6%
	Protestant Christian (Baptist, Presbyterian, Lutheran, non-d)	34.0%	38.9%	44.8%	38.6%
	Other religion not listed	6.4%	7.8%	4.9%	7.1%
	No religious preference	29.4%	27.7%	23.1%	27.5%
Total		100.0%	100.0%	100.0%	100.0%

**q80 What is your religious preference? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q80 What is your religious preference?	Buddhist	.9%	1.7%	1.2%
	Catholic	17.7%	31.1%	22.7%
	Hindu		.1%	.1%
	Jewish	.6%	.2%	.4%
	Mormon (Latter-day Saints)	1.4%	1.3%	1.4%
	Muslim	.2%	1.0%	.5%
	Orthodox Christian (Greek, Russian, etc.)	.6%	.6%	.6%
	Protestant Christian (Baptist, Presbyterian, Lutheran, non-d)	38.2%	39.2%	38.6%
	Other religion not listed	6.3%	8.5%	7.1%
	No religious preference	34.0%	16.3%	27.5%
Total		100.0%	100.0%	100.0%

**q80 What is your religious preference? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q80 What is your religio...	Buddhist	1.2%	1.5%	1.2%

**q80 What is your religious preference? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q80 What is your religious preference?	Catholic	22.7%	22.7%	22.7%
	Hindu	.1%		.1%
	Jewish	.5%		.4%
	Mormon (Latter-day Saints)	1.5%	.7%	1.4%
	Muslim	.5%	.3%	.5%
	Orthodox Christian (Greek, Russian, etc.)	.7%		.6%
	Protestant Christian (Baptist, Presbyterian, Lutheran, non-d)	37.8%	43.3%	38.6%
	Other religion not listed	6.8%	9.1%	7.1%
	No religious preference	28.3%	22.4%	27.5%
Total		100.0%	100.0%	100.0%

**q81 Highest level of education \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q81 Highest level of education	Less than high school completion/no diploma	.2%			.1%
	Alternate degree/GED/homeschool/adult-school certification	5.2%	1.5%	1.6%	2.3%
	High school diploma/graduate	42.6%	25.5%	14.2%	27.9%
	Some college, no degree	44.9%	53.8%	44.8%	50.6%
	Associate's degree or other 2-year degree (A.A., A.S., etc.)	3.4%	10.0%	21.2%	9.9%
	Bachelor's degree (B.A., B.S., etc.)	3.5%	7.9%	14.6%	7.8%
	Master's degree (M.A., M.S., M.B.A., etc.)	.2%	.9%	3.5%	1.1%
	Doctoral degree (Ph.D., D.Ph., M.D., etc.)		.3%	.2%	.2%
Total		100.0%	100.0%	100.0%	100.0%

**q81 Highest level of education \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q81 Highest level of education	Less than high school completion/no diploma	.1%		.1%
	Alternate degree/GED/homestudy/adult-school certification	2.2%	2.6%	2.3%
	High school diploma/graduate	29.8%	24.7%	27.9%
	Some college, no degree	50.1%	51.5%	50.6%
	Associate's degree or other 2-year degree (A.A., A.S., etc.)	8.7%	12.0%	9.9%
	Bachelor's degree (B.A., B.S., etc.)	8.1%	7.2%	7.8%
	Master's degree (M.A., M.S., M.B.A., etc.)	.8%	1.5%	1.1%
	Doctoral degree ( Ph.D., D.Ph., M.D., etc.)	.1%	.4%	.2%
Total		100.0%	100.0%	100.0%

**q81 Highest level of education \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q81 Highest level of education	Less than high school completion/no diploma	.1%		.1%
	Alternate degree/GED/homestudy/adult-school certification	2.5%	1.3%	2.3%
	High school diploma/graduate	28.4%	24.9%	27.9%
	Some college, no degree	50.7%	50.2%	50.6%
	Associate's degree or other 2-year degree (A.A., A.S., etc.)	9.5%	12.8%	9.9%
	Bachelor's degree (B.A., B.S., etc.)	7.5%	9.7%	7.8%
	Master's degree (M.A., M.S., M.B.A., etc.)	1.1%	.9%	1.1%
	Doctoral degree ( Ph.D., D.Ph., M.D., etc.)	.2%	.3%	.2%
Total		100.0%	100.0%	100.0%

**q82 What is your current marital status? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q82 What is your current marital status?				
Single, never married	64.0%	36.4%	4.9%	38.6%
Married for the first time	30.9%	48.3%	58.3%	45.6%
Remarried (was divorced or widowed)	2.0%	7.4%	26.0%	8.6%
Legally separated (or filing for divorce)	1.5%	3.5%	1.5%	2.8%
Divorced	1.4%	4.4%	9.0%	4.3%
Widowed	.2%		.3%	.1%
Total	100.0%	100.0%	100.0%	100.0%

**q82 What is your current marital status? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q82 What is your current marital status?			
Single, never married	38.7%	38.4%	38.6%
Married for the first time	46.5%	44.1%	45.6%
Remarried (was divorced or widowed)	8.7%	8.4%	8.6%
Legally separated (or filing for divorce)	2.5%	3.3%	2.8%
Divorced	3.5%	5.6%	4.3%
Widowed	.0%	.2%	.1%
Total	100.0%	100.0%	100.0%

**q82 What is your current marital status? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q82 What is your current marital status?			
Single, never married	37.4%	45.8%	38.6%
Married for the first time	47.9%	31.8%	45.6%
Remarried (was divorced or widowed)	8.9%	6.4%	8.6%
Legally separated (or filing for divorce)	2.5%	4.9%	2.8%
Divorced	3.2%	11.0%	4.3%
Widowed	.1%		.1%
Total	100.0%	100.0%	100.0%

**q83 Marital status change - No \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q83 Marital status change - No	Unchecked	18.6%	13.6%	6.3%	13.8%
	Checked	81.4%	86.4%	93.7%	86.2%
Total		100.0%	100.0%	100.0%	100.0%

**q83 Marital status change - No \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q83 Marital status change - No	Unchecked	13.3%	14.6%	13.8%
	Checked	86.7%	85.4%	86.2%
Total		100.0%	100.0%	100.0%

**q83 Marital status change - No \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q83 Marital status change - No	Unchecked	13.1%	17.9%	13.8%
	Checked	86.9%	82.1%	86.2%
Total		100.0%	100.0%	100.0%

**q83 Marital status change - Yes, became married \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q83 Marital status change - Yes, became married	Unchecked	85.1%	91.2%	96.9%	90.5%
	Checked	14.9%	8.8%	3.1%	9.5%
Total		100.0%	100.0%	100.0%	100.0%

**q83 Marital status change - Yes, became married \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q83 Marital status change - Yes, became married	Unchecked	90.1%	91.2%	90.5%
	Checked	9.9%	8.8%	9.5%
Total		100.0%	100.0%	100.0%

**q83 Marital status change - Yes, became married \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q83 Marital status change - Yes, became married	Unchecked	90.3%	91.7%	90.5%
	Checked	9.7%	8.3%	9.5%
Total		100.0%	100.0%	100.0%

**q83 Marital status change - Yes, became legally separated \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q83 Marital status change - Yes, became legally separated	Unchecked	98.9%	98.3%	98.9%	98.5%
	Checked	1.1%	1.7%	1.1%	1.5%
Total		100.0%	100.0%	100.0%	100.0%

**q83 Marital status change - Yes, became legally separated \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q83 Marital status change - Yes, became legally separated	Unchecked	98.5%	98.7%	98.5%
	Checked	1.5%	1.3%	1.5%
Total		100.0%	100.0%	100.0%

**q83 Marital status change - Yes, became legally separated \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q83 Marital status change - Yes, became legally separated	Unchecked	98.8%	97.0%	98.5%
	Checked	1.2%	3.0%	1.5%
Total		100.0%	100.0%	100.0%

**q83 Marital status change - Yes, began divorce proceedings \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q83 Marital status change - Yes, began divorce proceedings	Unchecked	98.9%	97.9%	99.0%	98.3%
	Checked	1.1%	2.1%	1.0%	1.7%
Total		100.0%	100.0%	100.0%	100.0%

**q83 Marital status change - Yes, began divorce proceedings \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q83 Marital status change - Yes, began divorce proceedings	Unchecked	98.4%	98.0%	98.3%
	Checked	1.6%	2.0%	1.7%
Total		100.0%	100.0%	100.0%

**q83 Marital status change - Yes, began divorce proceedings \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q83 Marital status change - Yes, began divorce proceedings	Unchecked	98.5%	96.8%	98.3%
	Checked	1.5%	3.2%	1.7%
Total		100.0%	100.0%	100.0%

**q83 Marital status change - Yes, became divorced \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q83 Marital status change - Yes, became divorced	Unchecked	98.9%	97.8%	98.5%	98.1%
	Checked	1.1%	2.2%	1.5%	1.9%
Total		100.0%	100.0%	100.0%	100.0%

**q83 Marital status change - Yes, became divorced \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q83 Marital status change - Yes, became divorced	Unchecked	98.5%	97.5%	98.1%
	Checked	1.5%	2.5%	1.9%
Total		100.0%	100.0%	100.0%

**q83 Marital status change - Yes, became divorced \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q83 Marital status change - Yes, became divorced	Unchecked	98.5%	95.9%	98.1%
	Checked	1.5%	4.1%	1.9%
Total		100.0%	100.0%	100.0%

**q83 Marital status change - Yes, became widowed \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q83 Marital status change - Yes, became widowed	Unchecked	100.0%	100.0%	99.8%	100.0%
	Checked			.2%	.0%

Total

100.0%

100.0%

100.0%

100.0%

**q83 Marital status change - Yes, became widowed \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q83 Marital status change - Yes, became widowed	Unchecked	100.0%	100.0%	100.0%
	Checked	.0%		.0%

Total

100.0%

100.0%

100.0%

**q83 Marital status change - Yes, became widowed \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q83 Marital status change - Yes, became widowed	Unchecked	100.0%	100.0%	100.0%
	Checked	.0%		.0%

Total

100.0%

100.0%

100.0%

**q84 Are there children under the age of 21 living in your household? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q84 Are there children under the age of 21 living in your household?	Yes	18.8%	44.3%	74.1%	42.3%
	No	81.2%	55.7%	25.9%	57.7%

Total

100.0%

100.0%

100.0%

100.0%

**q84 Are there children under the age of 21 living in your household? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q84 Are there children under the age of 21 living in your household?	Yes	39.9%	46.4%	42.3%
	No	60.1%	53.6%	57.7%

Total

100.0%

100.0%

100.0%

**q84 Are there children under the age of 21 living in your household? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q84 Are there children under the age of 21 living in your household?	Yes	42.2%	42.3%
	No	57.8%	57.7%
Total		100.0%	100.0%

**q85 Able to pay bills & meet financial obligation with pay \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q85 Able to pay bills & meet financial obligation with pay	Agree	61.3%	67.3%	82.1%
	Neither agree nor disagree	16.1%	15.7%	9.6%
	Disagree	22.5%	17.1%	8.2%
Total		100.0%	100.0%	100.0%

**q85 Able to pay bills & meet financial obligation with pay \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q85 Able to pay bills & meet financial obligation with pay	Agree	68.3%	67.8%
	Neither agree nor disagree	14.5%	15.9%
	Disagree	17.2%	17.1%
Total		100.0%	100.0%

**q85 Able to pay bills & meet financial obligation with pay \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q85 Able to pay bills & meet financial obligation with pay	Agree	67.4%	67.8%
	Neither agree nor disagree	15.6%	15.0%
	Disagree	16.9%	17.2%
Total		100.0%	100.0%

**q85 Compensated fairly considering pay, incentives, benefits \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q85 Compensated fairly considering pay, incentives, benefits	Agree	48.4%	52.3%	59.7%	52.4%
	Neither agree nor disagree	23.6%	20.7%	17.3%	20.9%
	Disagree	28.0%	27.0%	23.0%	26.7%
Total		100.0%	100.0%	100.0%	100.0%

**q85 Compensated fairly considering pay, incentives, benefits \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q85 Compensated fairly considering pay, incentives, benefits	Agree	49.6%	57.0%	52.4%
	Neither agree nor disagree	20.9%	20.9%	20.9%
	Disagree	29.5%	22.1%	26.7%
Total		100.0%	100.0%	100.0%

**q85 Compensated fairly considering pay, incentives, benefits \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q85 Compensated fairly considering pay, incentives, benefits	Agree	51.4%	58.4%	52.4%
	Neither agree nor disagree	20.8%	21.5%	20.9%
	Disagree	27.8%	20.1%	26.7%
Total		100.0%	100.0%	100.0%

**\$financserv Frequencies**

		Responses		Percent of Cases
		N	Percent	
Used financial services <sup>a</sup>	q86 Used financial services - Payday lender	12019	37.6%	44.7%
	q86 Used financial services - Rent to buy	9392	29.3%	34.9%
	q86 Used financial services - Automobile title pawn	1748	5.5%	6.5%

a. Dichotomy group tabulated at value 1.

### \$financserv Frequencies

		Responses		Percent of Cases
		N	Percent	
Used financial services a	q86 Used financial services - Tax refund application loan	8847	27.6%	32.9%
Total		32005	100.0%	118.9%

a. Dichotomy group tabulated at value 1.

### q86 Used financial services - Payday lender \* paygrp Crosstabulation

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q86 Used financial services - Payday lender	Unchecked	94.5%	94.9%	98.4%	95.3%
	Checked	5.5%	5.1%	1.6%	4.7%

Total

### q86 Used financial services - Payday lender \* racegrp Crosstabulation

% within racegrp

		racegrp		Total
		majority	minority	
q86 Used financial services - Payday lender	Unchecked	96.7%	92.9%	95.3%
	Checked	3.3%	7.1%	4.7%

Total

### q86 Used financial services - Payday lender \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q86 Used financial services - Payday lender	Unchecked	95.3%	94.9%	95.3%
	Checked	4.7%	5.1%	4.7%

Total

### q86 Used financial services - Rent to buy \* paygrp Crosstabulation

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q86 Used financial services - Rent to buy	Unchecked	95.0%	96.3%	98.9%	96.3%
	Checked	5.0%	3.7%	1.1%	3.7%

Total

**q86 Used financial services - Rent to buy \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q86 Used financial services - Rent to buy	Unchecked	97.0%	95.0%	96.3%
	Checked	3.0%	5.0%	3.7%
Total		100.0%	100.0%	100.0%

**q86 Used financial services - Rent to buy \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q86 Used financial services - Rent to buy	Unchecked	96.4%	95.6%	96.3%
	Checked	3.6%	4.4%	3.7%
Total		100.0%	100.0%	100.0%

**q86 Used financial services - Automobile title pawn \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q86 Used financial services - Automobile title pawn	Unchecked	98.2%	99.6%	99.6%	99.3%
	Checked	1.8%	.4%	.4%	.7%
Total		100.0%	100.0%	100.0%	100.0%

**q86 Used financial services - Automobile title pawn \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q86 Used financial services - Automobile title pawn	Unchecked	99.5%	99.0%	99.3%
	Checked	.5%	1.0%	.7%
Total		100.0%	100.0%	100.0%

**q86 Used financial services - Automobile title pawn \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q86 Used financial services - Automobile title pawn	Unchecked	99.4%	98.7%	99.3%
	Checked	.6%	1.3%	.7%
Total		100.0%	100.0%	100.0%

**q86 Used financial services - Tax refund application loan \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q86 Used financial services - Tax refund application loan	Unchecked	96.2%	96.5%	97.2%	96.5%
	Checked	3.8%	3.5%	2.8%	3.5%
Total		100.0%	100.0%	100.0%	100.0%

**q86 Used financial services - Tax refund application loan \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q86 Used financial services - Tax refund application loan	Unchecked	97.4%	95.0%	96.5%
	Checked	2.6%	5.0%	3.5%
Total		100.0%	100.0%	100.0%

**q86 Used financial services - Tax refund application loan \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q86 Used financial services - Tax refund application loan	Unchecked	96.2%	98.2%	96.5%
	Checked	3.8%	1.8%	3.5%
Total		100.0%	100.0%	100.0%

**q87 Participate in the Thrift Savings Plan (TSP)? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		E2-E3	E4-E6	E7-E9	
q87 Participate in the Thrift Savings Plan (TSP)?	Yes	66.3%	64.2%	47.1%	62.5%
	No	32.8%	35.4%	52.9%	37.0%
	Don't know, I have not heard about TSP	.9%	.5%		.5%
Total		100.0%	100.0%	100.0%	100.0%

**q87 Participate in the Thrift Savings Plan (TSP)? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q87 Participate in the Thrift Savings Plan ...	Yes	61.0%	64.9%	62.5%
	No	38.4%	34.6%	37.0%

**q87 Participate in the Thrift Savings Plan (TSP)? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q87 Participate in the Thrift Savings Plan ...	Don't know, I have not heard about TSP	.5%	.5%
Total		100.0%	100.0%

**q87 Participate in the Thrift Savings Plan (TSP)? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q87 Participate in the Thrift Savings Plan (TSP)?	Yes	60.8%	72.9% 62.5%
	No	38.7%	26.8% 37.0%
	Don't know, I have not heard about TSP	.5%	.3% .5%
Total		100.0%	100.0% 100.0%

**q88 Considering everything, how satisfied are you with Navy life? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	E2-E3	E4-E6	E7-E9	
q88 Considering everything, how satisfied are you with Navy life?	Satisfied	50.9%	60.5%	86.1% 61.6%
	Neither satisfied nor dissatisfied	17.7%	17.2%	8.6% 16.2%
	Dissatisfied	31.4%	22.2%	5.4% 22.1%
Total		100.0%	100.0%	100.0% 100.0%

**q88 Considering everything, how satisfied are you with Navy life? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q88 Considering everything, how satisfied are you with Navy life?	Satisfied	57.7%	68.3% 61.6%
	Neither satisfied nor dissatisfied	17.0%	14.9% 16.2%
	Dissatisfied	25.3%	16.8% 22.1%
Total		100.0%	100.0% 100.0%

**q88 Considering everything, how satisfied are you with Navy life? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q88 Considering everything, how satisfied are you with Navy life?	Satisfied	61.1%	61.6%
	Neither satisfied nor dissatisfied	16.1%	16.2%
	Dissatisfied	22.8%	22.1%
Total		100.0%	100.0%



**Appendix E:  
2008 NPS Officer Output**



q1 -

### YOUR NAVY JOB

In the past 12 months, how many hours did you work in a typical week at your Navy job? \*  
paygrp Crosstabulation

% within paygrp

	q1 -	paygrp			Total
		W2-W5	O1-O3	O4 and above	
YOUR NAVY JOB	40 hours or less	5.5%	8.5%	3.8%	6.3%
	41-50 hours	29.0%	29.1%	23.8%	26.7%
	51-60 hours	30.7%	30.1%	35.0%	32.3%
	61-70 hours	17.7%	16.2%	21.9%	18.7%
	71-80 hours	9.1%	10.9%	8.4%	9.7%
	81 or more hours	7.8%	5.4%	7.2%	6.2%
In the past 12 months, how many hours did you work in a typical week at your Navy job?		100.0%	100.0%	100.0%	100.0%
Total		100.0%	100.0%	100.0%	100.0%

q1 -

### YOUR NAVY JOB

In the past 12 months, how many hours did you work in a typical week at your Navy  
job? \* racegrp Crosstabulation

% within racegrp

	q1 -	racegrp		Total
		majority	minority	
YOUR NAVY JOB	40 hours or less	6.1%	7.4%	6.3%
	41-50 hours	25.6%	32.1%	26.7%
	51-60 hours	33.7%	25.3%	32.3%
	61-70 hours	18.7%	18.8%	18.7%
	71-80 hours	9.7%	9.7%	9.7%
	In the past 12 months,...			

q1 -

### YOUR NAVY JOB

In the past 12 months, how many hours did you work in a typical week at your Navy job? \* racegrp Crosstabulation

% within racegrp

	racegrp		Total
	majority	minority	
q1 - 81 or more hours	6.2%	6.7%	6.2%
Total	100.0%	100.0%	100.0%

q1 -

### YOUR NAVY JOB

In the past 12 months, how many hours did you work in a typical week at your Navy job?  
\* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q1 -	40 hours or less	5.5%	11.0%	6.3%
	41-50 hours	25.1%	36.4%	26.7%
YOUR NAVY JOB	51-60 hours	33.8%	23.1%	32.3%
	61-70 hours	19.5%	14.4%	18.7%
	71-80 hours	9.5%	11.2%	9.7%
In the past 12 months, how many hours did you work in a typical week at your Navy job?	81 or more hours	6.6%	3.9%	6.2%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission	Agree	71.8%	71.4%	70.6%	71.1%
	Neither agree nor disagree	8.7%	9.7%	7.2%	8.6%
	Disagree	19.3%	18.7%	21.9%	20.1%
	Don't know	.2%	.2%	.3%	.2%
Total		100.0%	100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission	Agree	71.8%	67.5%	71.1%
	Neither agree nor disagree	8.1%	10.7%	8.6%
	Disagree	19.9%	21.4%	20.1%
	Don't know	.2%	.4%	.2%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequately qualified personnel to successfully execute our mission	Agree	71.7%	67.5%	71.1%
	Neither agree nor disagree	8.5%	8.9%	8.6%
	Disagree	19.6%	23.1%	20.1%
	Don't know	.2%	.5%	.2%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission	Agree	75.9%	68.4%	67.9%	68.4%
	Neither agree nor disagree	9.0%	13.0%	15.1%	13.8%
	Disagree	14.8%	18.2%	16.3%	17.2%
	Don't know	.2%	.4%	.7%	.5%
Total		100.0%	100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission	Agree	69.0%	65.6%	68.4%
	Neither agree nor disagree	13.3%	16.4%	13.8%
	Disagree	17.2%	17.6%	17.2%
	Don't know	.5%	.4%	.5%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate tools to successfully execute our mission	Agree	68.7%	66.8%	68.4%
	Neither agree nor disagree	13.9%	13.4%	13.8%
	Disagree	16.9%	19.3%	17.2%
	Don't know	.5%	.5%	.5%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission	Agree	53.3%	51.6%	58.6%	54.8%
	Neither agree nor disagree	15.3%	17.1%	20.1%	18.4%
	Disagree	29.1%	27.2%	16.5%	22.5%
	Don't know	2.3%	4.2%	4.8%	4.4%
Total		100.0%	100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission	Agree	56.0%	48.7%	54.8%
	Neither agree nor disagree	18.4%	18.4%	18.4%
	Disagree	21.4%	28.1%	22.5%
	Don't know	4.3%	4.8%	4.4%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate spare parts and/or supplies to successfully execute our mission	Agree	55.3%	51.4%	54.8%
	Neither agree nor disagree	18.5%	17.5%	18.4%
	Disagree	22.4%	22.9%	22.5%
	Don't know	3.7%	8.2%	4.4%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g, MWR, PSD, Housing) to successfully execute our mission \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g, MWR, PSD, Housing) to successfully execute our mission	Agree	76.0%	72.4%	70.7%	71.8%
	Neither agree nor disagree	10.8%	10.4%	14.1%	12.1%
	Disagree	12.8%	16.5%	14.7%	15.6%
	Don't know	.4%	.7%	.5%	.6%
Total		100.0%	100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g, MWR, PSD, Housing) to successfully execute our mission \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g, MWR, PSD, Housing) to successfully execute our mission	Agree	72.6%	67.8%	71.8%
	Neither agree nor disagree	12.2%	11.1%	12.1%
	Disagree	14.7%	20.1%	15.6%
	Don't know	.5%	1.0%	.6%
Total		100.0%	100.0%	100.0%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g, MWR, PSD, Housing) to successfully execute our mission \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (...)	Agree	71.7%	72.2%	71.8%
	Neither agree nor disagree	12.6%	8.8%	12.1%
	Disagree	15.2%	17.9%	15.6%

**q2 - How much do you AGREE or DISAGREE with the following statements regarding availability of resources at your command? My command has adequate Navy support services (e.g., MWR, PSD, Housing) to successfully execute our mission \***  
**q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q2 - How much do you AGREE or DISAGREE ...	.5%	1.1%	.6%
Total	100.0%	100.0%	100.0%

**q3 -**

### **YOUR NAVY JOB (Continued)**

**How would you rate the overall morale of your present (or most recent) command? \*  
paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q3 -	High	55.1%	41.9%	50.9%	46.3%
YOUR NAVY JOB (Continued)	Medium	33.7%	40.1%	38.6%	39.2%
	Low	11.3%	18.0%	10.6%	14.5%
How would you rate the overall morale of your present (or most recent) command?					
Total		100.0%	100.0%	100.0%	100.0%

q3 -

### YOUR NAVY JOB (Continued)

**How would you rate the overall morale of your present (or most recent) command?**  
\* racegrp Crosstabulation

% within racegrp

		racegrp		Total
		majority	minority	
q3 -	High	48.0%	37.9%	46.3%
YOUR NAVY JOB (Continued)	Medium	38.6%	42.4%	39.2%
	Low	13.4%	19.7%	14.5%
How would you rate the overall morale of your present (or most recent) command?				
Total		100.0%	100.0%	100.0%

q3 -

### YOUR NAVY JOB (Continued)

**How would you rate the overall morale of your present (or most recent) command?**  
\* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q3 -	High	48.1%	35.7%	46.3%
YOUR NAVY JOB (Continued)	Medium	38.5%	43.5%	39.2%
...				

q3 -

### YOUR NAVY JOB (Continued)

**How would you rate the overall morale of your present (or most recent) command?**  
 \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q3 - Low	13.4%	20.7%	14.5%
...			
Total	100.0%	100.0%	100.0%

### q4\_r1 - Advancement/promotion opportunities \* paygrp Crosstabulation

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q4_r1 - Advancement/promotion opportunities	Positive effect	72.3%	58.1%	61.4%	60.0%
	No effect	14.5%	26.5%	19.0%	22.8%
	Negative effect	11.9%	9.9%	17.7%	13.4%
	Don't know	1.3%	5.5%	2.0%	3.8%
Total		100.0%	100.0%	100.0%	100.0%

### q4\_r1 - Advancement/promotion opportunities \* racegrp Crosstabulation

% within racegrp

		racegrp		Total
		majority	minority	
q4_r1 - Advancement/promotion opportunities	Positive effect	60.7%	56.1%	59.9%
	No effect	22.4%	25.1%	22.8%
	Negative effect	13.4%	13.3%	13.4%
	Don't know	3.5%	5.4%	3.8%
Total		100.0%	100.0%	100.0%

### q4\_r1 - Advancement/promotion opportunities \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r1 - Advancement/promotion opportunities	Positive effect	60.1%	58.8%	60.0%
	No effect	22.5%	24.8%	22.8%
	Negative effect	14.1%	9.2%	13.4%

**q4\_r1 - Advancement/promotion opportunities \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r1 - ...	Don't know	3.2%	7.3%
Total		100.0%	100.0%

**q4\_r2 - Performance evaluation system (e.g., FITREPs and EVALs) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q4_r2 - Performance evaluation system (e.g., FITREPs and EVALs)	Positive effect	65.4%	49.6%	50.3%
	No effect	21.6%	31.6%	28.8%
	Negative effect	11.3%	13.9%	18.4%
	Don't know	1.7%	4.9%	2.6%
Total		100.0%	100.0%	100.0%

**q4\_r2 - Performance evaluation system (e.g., FITREPs and EVALs) \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r2 - Performance evaluation system (e.g., FITREPs and EVALs)	Positive effect	50.2%	51.0%
	No effect	30.7%	26.8%
	Negative effect	15.6%	16.9%
	Don't know	3.5%	5.3%
Total		100.0%	100.0%

**q4\_r2 - Performance evaluation system (e.g., FITREPs and EVALs) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r2 - Performance evaluation system (e.g., FITREPs and EVALs)	Positive effect	51.0%	46.6%
	No effect	30.8%	25.6%
	Negative effect	15.0%	20.9%
	Don't know	3.3%	6.8%
Total		100.0%	100.0%

**q4\_r3 - Supply of spare parts/supplies \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q4_r3 - Supply of spare parts/supplies	Positive effect	30.8%	19.8%	25.4%	22.6%
	No effect	31.2%	42.7%	47.8%	44.6%
	Negative effect	33.3%	27.4%	19.3%	24.0%
	Don't know	4.7%	10.1%	7.5%	8.8%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r3 - Supply of spare parts/supplies \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r3 - Supply of spare parts/supplies	Positive effect	21.5%	28.3%	22.6%
	No effect	45.4%	40.8%	44.6%
	Negative effect	24.4%	22.0%	24.0%
	Don't know	8.8%	8.9%	8.8%
Total		100.0%	100.0%	100.0%

**q4\_r3 - Supply of spare parts/supplies \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r3 - Supply of spare parts/supplies	Positive effect	22.7%	22.3%	22.6%
	No effect	45.3%	40.8%	44.6%
	Negative effect	23.9%	24.9%	24.0%
	Don't know	8.2%	12.0%	8.8%
Total		100.0%	100.0%	100.0%

**q4\_r4 - Quality of Navy training programs \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q4_r4 - Quality of Navy training programs	Positive effect	53.4%	46.2%	44.1%	45.5%
	No effect	27.1%	34.2%	38.7%	36.0%
	Negative effect	17.2%	15.2%	13.5%	14.5%
	Don't know	2.3%	4.4%	3.7%	4.0%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r4 - Quality of Navy training programs \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r4 - Quality of Navy training programs	Positive effect	45.7%	44.5%
	No effect	37.1%	30.6%
	Negative effect	13.6%	18.5%
	Don't know	3.6%	6.3%
Total		100.0%	100.0%

**q4\_r4 - Quality of Navy training programs \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r4 - Quality of Navy training programs	Positive effect	45.1%	47.5%
	No effect	36.8%	31.1%
	Negative effect	14.2%	15.9%
	Don't know	3.8%	5.4%
Total		100.0%	100.0%

**q4\_r5 - Quality of education programs \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q4_r5 - Quality of education programs	Positive effect	69.9%	59.6%	61.8%
	No effect	21.2%	25.7%	28.0%
	Negative effect	7.0%	8.7%	6.9%
	Don't know	1.9%	6.0%	3.3%
Total		100.0%	100.0%	100.0%

**q4\_r5 - Quality of education programs \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r5 - Quality of education programs	Positive effect	61.3%	58.7%
	No effect	26.4%	27.6%
	Negative effect	7.9%	7.3%
	Don't know	4.3%	6.4%
Total		100.0%	100.0%

**q4\_r5 - Quality of education programs \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q4_r5 - Quality of education programs	q77 - What is your gender?			Total
		Male	Female		
	Positive effect	61.5%	57.1%	60.9%	
	No effect	27.0%	24.3%	26.6%	
	Negative effect	7.3%	11.1%	7.8%	
	Don't know	4.2%	7.5%	4.7%	
Total		100.0%	100.0%	100.0%	

**q4\_r6 - Co-workers/shipmates \* paygrp Crosstabulation**

% within paygrp

	q4_r6 - Co-workers/shipmates	paygrp			Total
		W2-W5	O1-O3	O4 and above	
	Positive effect	81.2%	84.1%	86.7%	85.2%
	No effect	12.1%	7.8%	7.1%	7.6%
	Negative effect	5.8%	7.6%	5.9%	6.8%
	Don't know	.8%	.5%	.4%	.4%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r6 - Co-workers/shipmates \* racegrp Crosstabulation**

% within racegrp

	q4_r6 - Co-workers/shipmates	racegrp		Total
		majority	minority	
	Positive effect	86.3%	79.4%	85.2%
	No effect	7.1%	10.0%	7.6%
	Negative effect	6.0%	10.5%	6.8%
	Don't know	.5%	.1%	.4%
Total		100.0%	100.0%	100.0%

**q4\_r6 - Co-workers/shipmates \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q4_r6 - Co-workers/shipmates	q77 - What is your gender?			Total
		Male	Female		
	Positive effect	85.3%	84.7%	85.2%	
	No effect	8.2%	3.9%	7.6%	
	Negative effect	6.2%	10.1%	6.8%	
	Don't know	.3%	1.3%	.4%	
Total		100.0%	100.0%	100.0%	

**q4\_r7 - Immediate supervisor \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q4_r7 - Immediate supervisor	Positive effect	75.4%	69.8%	78.3%	73.8%
	No effect	14.4%	12.6%	10.8%	11.9%
	Negative effect	9.4%	16.9%	10.5%	13.8%
	Don't know	.9%	.7%	.4%	.6%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r7 - Immediate supervisor \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r7 - Immediate supervisor	Positive effect	74.8%	68.5%	73.8%
	No effect	11.7%	12.9%	11.9%
	Negative effect	13.0%	18.1%	13.8%
	Don't know	.6%	.5%	.6%
Total		100.0%	100.0%	100.0%

**q4\_r7 - Immediate supervisor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r7 - Immediate supervisor	Positive effect	74.0%	72.5%	73.8%
	No effect	12.5%	8.3%	11.9%
	Negative effect	13.1%	17.8%	13.8%
	Don't know	.4%	1.3%	.6%
Total		100.0%	100.0%	100.0%

**q4\_r8 - Command leadership \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q4_r8 - Command leadership	Positive effect	74.3%	66.1%	72.9%	69.4%
	No effect	10.9%	11.9%	12.3%	12.1%
	Negative effect	14.4%	20.8%	14.8%	17.9%
	Don't know	.4%	1.2%	.4%	.6%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r8 - Command leadership \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r8 - Command leadership	Positive effect	70.2%	65.4%	69.4%
	No effect	11.3%	16.0%	12.1%
	Negative effect	17.8%	18.6%	17.9%
	Don't know	.8%	.0%	.6%
Total		100.0%	100.0%	100.0%

**q4\_r8 - Command leadership \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r8 - Command leadership	Positive effect	71.0%	60.1%	69.4%
	No effect	12.2%	11.2%	12.1%
	Negative effect	16.5%	26.3%	17.9%
	Don't know	.3%	2.4%	.6%
Total		100.0%	100.0%	100.0%

**q4\_r9 - Pace of work \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q4_r9 - Pace of work	Positive effect	50.9%	38.8%	44.2%	41.6%
	No effect	20.1%	21.5%	18.2%	20.0%
	Negative effect	28.3%	38.6%	37.6%	37.9%
	Don't know	.6%	1.0%		.6%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r9 - Pace of work \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r9 - Pace of work	Positive effect	40.8%	45.6%	41.6%
	No effect	20.3%	18.5%	20.0%
	Negative effect	38.3%	35.9%	37.9%
	Don't know	.7%	.0%	.6%
Total		100.0%	100.0%	100.0%

**q4\_r9 - Pace of work \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r9 - Pace of work	Positive effect	41.9%	40.0%	41.6%
	No effect	20.8%	15.2%	20.0%
	Negative effect	36.9%	43.6%	37.9%
	Don't know	.4%	1.2%	.6%
Total		100.0%	100.0%	100.0%

**q4\_r10 - Workload \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q4_r10 - Workload	Positive effect	45.4%	35.3%	39.6%	37.5%
	No effect	20.6%	20.2%	17.6%	19.1%
	Negative effect	33.6%	43.2%	42.8%	42.7%
	Don't know	.4%	1.4%		.7%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r10 - Workload \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r10 - Workload	Positive effect	36.2%	44.1%	37.5%
	No effect	20.0%	14.5%	19.1%
	Negative effect	43.0%	41.4%	42.7%
	Don't know	.9%	.0%	.7%
Total		100.0%	100.0%	100.0%

**q4\_r10 - Workload \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r10 - Workload	Positive effect	37.6%	36.9%	37.5%
	No effect	20.1%	13.3%	19.1%
	Negative effect	41.8%	48.0%	42.7%
	Don't know	.5%	1.8%	.7%
Total		100.0%	100.0%	100.0%

**q4\_r11 - Unit/workgroup Manning \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q4_r11 - Unit/workgroup Manning	Positive effect	37.9%	32.2%	33.4%	32.9%
	No effect	17.8%	19.9%	21.4%	20.5%
	Negative effect	43.6%	45.7%	44.4%	45.0%
	Don't know	.6%	2.2%	.9%	1.6%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r11 - Unit/workgroup Manning \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r11 - Unit/workgroup Manning	Positive effect	32.5%	34.6%	32.9%
	No effect	20.8%	19.2%	20.5%
	Negative effect	45.0%	45.3%	45.0%
	Don't know	1.7%	.9%	1.6%
Total		100.0%	100.0%	100.0%

**q4\_r11 - Unit/workgroup Manning \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r11 - Unit/workgroup Manning	Positive effect	32.8%	33.4%	32.9%
	No effect	22.3%	10.4%	20.5%
	Negative effect	43.5%	53.7%	45.0%
	Don't know	1.4%	2.4%	1.6%
Total		100.0%	100.0%	100.0%

**q4\_r12 - Pay/bonuses/other compensation \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q4_r12 - Pay/bonuses/other compensation	Positive effect	49.9%	47.2%	46.2%	46.8%
	No effect	34.5%	36.4%	37.9%	37.0%
	Negative effect	12.4%	12.0%	13.1%	12.5%
	Don't know	3.2%	4.5%	2.9%	3.7%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r12 - Pay/bonuses/other compensation \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r12 - Pay/bonuses/other compensation	Positive effect	47.0%	45.6%
	No effect	36.6%	38.7%
	Negative effect	12.8%	10.9%
	Don't know	3.5%	4.8%
Total	100.0%	100.0%	100.0%

**q4\_r12 - Pay/bonuses/other compensation \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r12 - Pay/bonuses/other compensation	Positive effect	48.4%	37.5%
	No effect	36.8%	38.3%
	Negative effect	12.4%	13.0%
	Don't know	2.5%	11.2%
Total	100.0%	100.0%	100.0%

**q4\_r13 - Amount of time off (e.g., leave, liberty, other) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q4_r13 - Amount of time off (e.g., leave, liberty, other)	Positive effect	59.9%	52.7%	57.5%
	No effect	18.1%	17.7%	19.9%
	Negative effect	21.2%	28.9%	22.0%
	Don't know	.9%	.7%	.5%
Total	100.0%	100.0%	100.0%	100.0%

**q4\_r13 - Amount of time off (e.g., leave, liberty, other) \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r13 - Amount of time off (e.g., leave, liberty, other)	Positive effect	55.7%	51.9%
	No effect	19.3%	15.7%
	Negative effect	24.5%	31.4%
	Don't know	.5%	1.0%
Total	100.0%	100.0%	100.0%

**q4\_r13 - Amount of time off (e.g., leave, liberty, other) \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r13 - Amount of time off (e.g., leave, liberty, other)	Positive effect	55.0%	55.8%	55.1%
	No effect	18.5%	19.9%	18.7%
	Negative effect	25.9%	24.2%	25.6%
	Don't know	.7%	.0%	.6%
Total		100.0%	100.0%	100.0%

**q4\_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q4_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.)	Positive effect	58.4%	48.0%	46.9%	47.8%
	No effect	25.4%	32.3%	37.5%	34.4%
	Negative effect	14.7%	15.5%	13.7%	14.7%
	Don't know	1.5%	4.1%	2.0%	3.1%
Total		100.0%	100.0%	100.0%	100.0%

**q4\_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.) \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q4_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.)	Positive effect	48.1%	46.7%	47.8%
	No effect	35.1%	31.2%	34.4%
	Negative effect	13.8%	19.0%	14.7%
	Don't know	3.1%	3.1%	3.1%
Total		100.0%	100.0%	100.0%

**q4\_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q4_r14 - Navy support services (e.g., MWR, PSD, Housing, etc.)	Positive effect	47.4%	50.5%	47.8%
	No effect	34.9%	31.8%	34.4%
	Negative effect	14.7%	14.3%	14.7%
	Don't know	3.0%	3.4%	3.1%
Total		100.0%	100.0%	100.0%

**q4\_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.) \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q4_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.)	Positive effect	29.1%	22.1%	29.3%
	No effect	30.1%	31.6%	32.5%
	Negative effect	37.8%	43.4%	35.5%
	Don't know	3.0%	2.9%	2.8%
Total	100.0%	100.0%	100.0%	100.0%

**q4\_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.) \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.)	Positive effect	24.7%	29.4%
	No effect	32.7%	28.1%
	Negative effect	40.2%	37.6%
	Don't know	2.4%	5.0%
Total	100.0%	100.0%	100.0%

**q4\_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r15 - TEMPO (e.g., time away from home for deployment, TAD, etc.)	Positive effect	25.5%	25.2%
	No effect	31.7%	33.1%
	Negative effect	40.6%	34.9%
	Don't know	2.2%	6.8%
Total	100.0%	100.0%	100.0%

**q4\_r16 - Performance of the crew, work team, or ship on exercises \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q4_r16 - Performance of the crew, work team, or ship on exercises	Positive effect	63.2%	66.2%	64.4%
	No effect	28.0%	24.2%	27.0%
	Negative effect	7.5%	4.3%	3.5%
	Don't know	1.3%	5.3%	5.1%
Total	100.0%	100.0%	100.0%	100.0%

**q4\_r16 - Performance of the crew, work team, or ship on exercises \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q4_r16 - Performance of the crew, work team, or ship on exercises	Positive effect	65.0%	66.9%
	No effect	26.6%	20.7%
	Negative effect	3.6%	6.3%
	Don't know	4.8%	6.1%
Total	100.0%	100.0%	100.0%

**q4\_r16 - Performance of the crew, work team, or ship on exercises \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q4_r16 - Performance of the crew, work team, or ship on exercises	Positive effect	65.5%	64.1%
	No effect	25.9%	23.8%
	Negative effect	4.0%	4.2%
	Don't know	4.6%	7.9%
Total	100.0%	100.0%	100.0%

**q5 - Considering everything, how satisfied are you with your Navy job? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q5 - Considering everything, how satisfied are you with your Navy job?	Satisfied	82.1%	70.8%	75.6%
	Neither satisfied nor dissatisfied	9.2%	12.1%	9.7%
	Dissatisfied	8.7%	17.1%	14.7%
Total	100.0%	100.0%	100.0%	100.0%

**q5 - Considering everything, how satisfied are you with your Navy job? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q5 - Considering everything, how satisfied are you with your Navy job?	Satisfied	73.8%	70.6%
	Neither satisfied nor dissatisfied	11.1%	10.0%
	Dissatisfied	15.1%	19.5%
Total	100.0%	100.0%	100.0%

**q5 -**  
**Considering everything, how satisfied are you with your Navy job? \* q77 - What is your gender?**  
**Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q5 - Considering everything, how satisfied are you with your Navy job?	Satisfied	74.0%	69.1%
	Neither satisfied nor dissatisfied	10.8%	11.4%
	Dissatisfied	15.2%	19.4%
Total	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	92.5%	87.6%	92.7%
	Neither agree nor disagree	5.2%	7.9%	5.2%
	Disagree	1.5%	2.8%	1.1%
	Don't know	.8%	1.7%	1.0%
Total	100.0%	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	91.0%	85.3%
	Neither agree nor disagree	6.2%	8.5%
	Disagree	1.4%	4.8%
	Don't know	1.4%	1.4%
Total	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	91.1%	83.6%
	Neither agree nor disagree	6.6%	6.9%
	Disagree	.8%	8.9%
Total	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r1 - Leadership in ...	Don't know	1.5%	.6%
Total		100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	81.4%	79.0%	77.9%
	Neither agree nor disagree	12.1%	10.2%	10.1%
	Disagree	2.3%	3.4%	3.4%
	Don't know	4.2%	7.3%	8.7%
Total		100.0%	100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	78.7%	78.2%
	Neither agree nor disagree	9.7%	12.6%
	Disagree	3.5%	2.8%
	Don't know	8.1%	6.4%
Total		100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	78.2%	81.0%
	Neither agree nor disagree	10.5%	8.8%
	Disagree	3.5%	2.5%
	Don't know	7.9%	7.8%
Total		100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	74.8%	65.5%	62.7%
	Neither agree nor disagree	13.7%	14.0%	14.4%
	Disagree	4.2%	3.2%	5.0%
	Don't know	7.3%	17.3%	17.9%
Total	100.0%	100.0%	100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	63.8%	67.9%
	Neither agree nor disagree	14.1%	14.5%
	Disagree	4.1%	4.0%
	Don't know	18.0%	13.5%
Total	100.0%	100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	65.3%	59.9%
	Neither agree nor disagree	14.3%	13.4%
	Disagree	3.7%	5.9%
	Don't know	16.7%	20.7%
Total	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	93.3%	89.1%	93.6%
	Neither agree nor disagree	5.2%	8.1%	5.3%
				91.2% 6.7%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q6_r1 - Leadership in ... Disagree	1.5%	2.9%	1.1%	2.0%
Total	100.0%	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	92.2%	86.5%
	Neither agree nor disagree	6.3%	8.6%
	Disagree	1.5%	4.9%
Total	100.0%	100.0%	100.0%

**q6\_r1 - Leadership in my organization is supportive of gender integration \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r1 - Leadership in my organization is supportive of gender integration	Agree	92.5%	84.1%
	Neither agree nor disagree	6.7%	6.9%
	Disagree	.8%	9.0%
Total	100.0%	100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	85.0%	85.3%	85.3%
	Neither agree nor disagree	12.6%	11.0%	11.1%
	Disagree	2.4%	3.7%	3.7%
Total	100.0%	100.0%	100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	85.6%	85.3%
	Neither agree nor disagree	10.6%	13.5%
	Disagree	3.8%	3.0%
Total		100.0%	100.0%

**q6\_r2 - Women have the ability to successfully carry out the duties of their combatant roles \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r2 - Women have the ability to successfully carry out the duties of their combatant roles	Agree	84.8%	87.8%
	Neither agree nor disagree	11.4%	9.6%
	Disagree	3.8%	2.7%
Total		100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	80.7%	79.2%	76.3%
	Neither agree nor disagree	14.8%	16.9%	17.6%
	Disagree	4.5%	3.9%	6.1%
Total		100.0%	100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	77.8%	78.0%
	Neither agree nor disagree	17.2%	16.8%
	Disagree	5.0%	4.7%
Total		100.0%	100.0%

**q6\_r3 - Women are being successfully integrated into combat ships and aviation squadrons \***  
**q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q6_r3 - Women are being successfully integrated into combat ships and aviation squadrons	Agree	78.4%	78.0%
	Neither agree nor disagree	17.2%	17.1%
	Disagree	4.5%	4.9%
Total		100.0%	100.0%

**q7\_r1 - Amount of freedom I am given to do my job \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q7_r1 - Amount of freedom I am given to do my job	Satisfied	85.6%	79.1%	86.0%
	Neither satisfied nor dissatisfied	6.7%	8.6%	6.2%
	Dissatisfied	7.8%	12.2%	7.9%
Total		100.0%	100.0%	100.0%

**q7\_r1 - Amount of freedom I am given to do my job \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q7_r1 - Amount of freedom I am given to do my job	Satisfied	83.3%	77.7%
	Neither satisfied nor dissatisfied	6.8%	11.1%
	Dissatisfied	9.9%	11.3%
Total		100.0%	100.0%

**q7\_r1 - Amount of freedom I am given to do my job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q7_r1 - Amount of freedom I am given to do my job	Satisfied	82.7%	82.4%
	Neither satisfied nor dissatisfied	7.2%	7.5%
	Dissatisfied	10.0%	10.2%
Total		100.0%	100.0%

**q7\_r2 - Amount of responsibility I have in my job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q7_r2 - Amount of responsibility I have in my job	Satisfied	86.3%	79.9%	84.3%	82.0%
	Neither satisfied nor dissatisfied	6.1%	8.9%	7.1%	8.0%
	Dissatisfied	7.6%	11.2%	8.6%	9.9%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r2 - Amount of responsibility I have in my job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r2 - Amount of responsibility I have in my job	Satisfied	82.4%	80.4%	82.0%
	Neither satisfied nor dissatisfied	8.1%	7.8%	8.0%
	Dissatisfied	9.6%	11.8%	9.9%
Total		100.0%	100.0%	100.0%

**q7\_r2 - Amount of responsibility I have in my job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r2 - Amount of responsibility I have in my job	Satisfied	83.1%	75.6%	82.0%
	Neither satisfied nor dissatisfied	7.8%	9.4%	8.0%
	Dissatisfied	9.1%	15.0%	9.9%
Total		100.0%	100.0%	100.0%

**q7\_r3 - Amount of challenge in my job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q7_r3 - Amount of challenge in my job	Satisfied	80.3%	74.1%	83.0%	78.2%
	Neither satisfied nor dissatisfied	11.5%	13.0%	8.2%	10.8%
	Dissatisfied	8.2%	12.9%	8.8%	11.0%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r3 - Amount of challenge in my job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r3 - Amount of challenge in my job	Satisfied	78.6%	76.5%	78.2%
	Neither satisfied nor dissatisfied	11.0%	9.9%	10.8%
	Dissatisfied	10.4%	13.6%	11.0%
Total		100.0%	100.0%	100.0%

**q7\_r3 - Amount of challenge in my job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r3 - Amount of challenge in my job	Satisfied	78.3%	78.1%	78.2%
	Neither satisfied nor dissatisfied	11.1%	9.2%	10.8%
	Dissatisfied	10.7%	12.7%	11.0%
Total		100.0%	100.0%	100.0%

**q7\_r4 - Opportunity for personal growth and development on the job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q7_r4 - Opportunity for personal growth and development on the job	Satisfied	70.4%	68.1%	72.2%	70.0%
	Neither satisfied nor dissatisfied	17.8%	14.8%	13.4%	14.3%
	Dissatisfied	11.8%	17.1%	14.4%	15.7%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r4 - Opportunity for personal growth and development on the job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r4 - Opportunity for personal growth and development on the job	Satisfied	71.4%	62.9%	70.0%
	Neither satisfied nor dissatisfied	13.0%	20.5%	14.3%
	Dissatisfied	15.6%	16.6%	15.7%
Total		100.0%	100.0%	100.0%

**q7\_r4 - Opportunity for personal growth and development on the job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r4 - Opportunity for personal growth and development on the job	Satisfied	70.4%	67.2%	70.0%
	Neither satisfied nor dissatisfied	14.2%	14.8%	14.3%
	Dissatisfied	15.4%	18.0%	15.7%
Total		100.0%	100.0%	100.0%

**q7\_r5 - Feeling of accomplishment I get from doing my job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q7_r5 - Feeling of accomplishment I get from doing my job	Satisfied	74.2%	65.3%	73.0%	69.0%
	Neither satisfied nor dissatisfied	15.8%	15.1%	12.5%	14.0%
	Dissatisfied	10.0%	19.6%	14.5%	17.0%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r5 - Feeling of accomplishment I get from doing my job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r5 - Feeling of accomplishment I get from doing my job	Satisfied	69.7%	65.3%	69.0%
	Neither satisfied nor dissatisfied	13.6%	15.8%	14.0%
	Dissatisfied	16.7%	18.9%	17.0%
Total		100.0%	100.0%	100.0%

**q7\_r5 - Feeling of accomplishment I get from doing my job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r5 - Feeling of accomplishment I get from doing my job	Satisfied	69.1%	68.5%	69.0%
	Neither satisfied nor dissatisfied	14.0%	13.5%	14.0%
	Dissatisfied	16.9%	18.0%	17.0%
Total		100.0%	100.0%	100.0%

**q7\_r6 - Job security \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q7_r6 - Job security	Satisfied	82.0%	83.6%	81.4%	82.6%
	Neither satisfied nor dissatisfied	13.3%	10.3%	13.2%	11.7%
	Dissatisfied	4.6%	6.1%	5.4%	5.8%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r6 - Job security \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r6 - Job security	Satisfied	83.7%	77.1%	82.6%
	Neither satisfied nor dissatisfied	10.8%	16.0%	11.7%
	Dissatisfied	5.5%	6.9%	5.7%
Total		100.0%	100.0%	100.0%

**q7\_r6 - Job security \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r6 - Job security	Satisfied	82.9%	80.5%	82.6%
	Neither satisfied nor dissatisfied	11.3%	14.1%	11.7%
	Dissatisfied	5.8%	5.5%	5.8%
Total		100.0%	100.0%	100.0%

**q7\_r7 - Physical working conditions of my work site \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q7_r7 - Physical working conditions of my work site	Satisfied	82.3%	70.6%	74.7%	72.8%
	Neither satisfied nor dissatisfied	9.5%	16.8%	13.1%	15.0%
	Dissatisfied	8.2%	12.6%	12.1%	12.2%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r7 - Physical working conditions of my work site \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r7 - Physical working conditions of my work site	Satisfied	72.9%	72.4%	72.8%
	Neither satisfied nor dissatisfied	14.1%	19.3%	15.0%
	Dissatisfied	13.0%	8.3%	12.2%
Total		100.0%	100.0%	100.0%

**q7\_r7 - Physical working conditions of my work site \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r7 - Physical working conditions of my work site	Satisfied	72.6%	74.0%	72.8%
	Neither satisfied nor dissatisfied	15.1%	14.4%	15.0%
	Dissatisfied	12.4%	11.6%	12.2%
Total		100.0%	100.0%	100.0%

**q7\_r8 - Availability of parts and supplies to get the job done \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q7_r8 - Availability of parts and supplies to get the job done	Satisfied	46.1%	42.9%	47.1%	44.8%
	Neither satisfied nor dissatisfied	20.5%	31.7%	31.7%	31.4%
	Dissatisfied	33.4%	25.4%	21.2%	23.8%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r8 - Availability of parts and supplies to get the job done \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r8 - Availability of parts and supplies to get the job done	Satisfied	43.8%	50.1%	44.9%
	Neither satisfied nor dissatisfied	31.4%	31.2%	31.4%
	Dissatisfied	24.8%	18.7%	23.8%
Total		100.0%	100.0%	100.0%

**q7\_r8 - Availability of parts and supplies to get the job done \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r8 - Availability of parts and supplies to get the job done	Satisfied	44.5%	47.0%	44.8%
	Neither satisfied nor dissatisfied	31.5%	30.7%	31.4%
	Dissatisfied	24.0%	22.3%	23.8%
Total		100.0%	100.0%	100.0%

**q7\_r9 - Flexibility of my command in dealing with family/personal issues \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q7_r9 - Flexibility of my command in dealing with family/personal issues	Satisfied	85.1%	78.2%	87.0%	82.3%
	Neither satisfied nor dissatisfied	10.8%	14.6%	9.2%	12.1%
	Dissatisfied	4.1%	7.3%	3.7%	5.6%
Total		100.0%	100.0%	100.0%	100.0%

**q7\_r9 - Flexibility of my command in dealing with family/personal issues \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q7_r9 - Flexibility of my command in dealing with family/personal issues	Satisfied	83.4%	76.9%	82.3%
	Neither satisfied nor dissatisfied	11.5%	15.1%	12.1%
	Dissatisfied	5.1%	8.0%	5.6%
Total		100.0%	100.0%	100.0%

**q7\_r9 - Flexibility of my command in dealing with family/personal issues \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q7_r9 - Flexibility of my command in dealing with family/personal issues	Satisfied	82.6%	80.6%	82.3%
	Neither satisfied nor dissatisfied	12.3%	10.7%	12.1%
	Dissatisfied	5.1%	8.6%	5.6%
Total		100.0%	100.0%	100.0%

**q8 - Do you personally have access to the Internet at your Navy job? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q8 - Do you personally have access to the Internet at your Navy job?	Yes, I have access at my own computer workstation	83.7%	64.0%	90.1%
	Yes, I have access at a computer workstation I share with others	15.9%	33.5%	8.3%
	No	.2%	2.3%	1.4%
	Don't know	.2%	.2%	.2%
Total		100.0%	100.0%	100.0%

**q8 - Do you personally have access to the Internet at your Navy job? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q8 - Do you personally have access to the Internet at your Navy job?	Yes, I have access at my own computer workstation	75.9%	77.5%
	Yes, I have access at a computer workstation I share with others	22.2%	19.7%
	No	1.6%	2.8%
	Don't know	.2%	.2%
Total		100.0%	100.0%

**q8 - Do you personally have access to the Internet at your Navy job? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q8 - Do you personally have access to the Internet at your Navy job?	Yes, I have access at my own computer workstation	76.5%	74.6%
	Yes, I have access at a computer workstation I share with others	21.6%	23.0%
	No	1.7%	2.4%
	Don't know	.2%	.2%
Total		100.0%	100.0%

**q9 - How accessible is the World Wide Web (WWW)? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q9 - How accessible is the World Wide Web (WWW)?	Constant - the WWW is always or nearly always available to me	73.5%	73.1%	84.3%	78.2%
	Intermittent - the WWW is sometimes available to me, but not	24.4%	25.4%	15.3%	20.9%
	Rarely - the WWW is almost never or rarely available to use	2.1%	1.5%	.4%	1.0%
Total		100.0%	100.0%	100.0%	100.0%

**q9 - How accessible is the World Wide Web (WWW)? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q9 - How accessible is the World Wide Web (WWW)?	Constant - the WWW is always or nearly always available to me	78.3%	77.3%	78.2%
	Intermittent - the WWW is sometimes available to me, but not	20.9%	20.9%	20.9%
	Rarely - the WWW is almost never or rarely available to use	.8%	1.8%	1.0%
Total		100.0%	100.0%	100.0%

**q9 - How accessible is the World Wide Web (WWW)? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q9 - How accessible is the World Wide Web (WWW)?	Constant - the WWW is always or nearly always available to me	77.5%	81.9%	78.2%
	Intermittent - the WWW is sometimes available to me, but not	21.5%	17.2%	20.9%
	Rarely - the WWW is almost never or rarely available to use	1.0%	.9%	1.0%
Total		100.0%	100.0%	100.0%

**q10 - How often are you able to access the WWW? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q10 - How often are you able to access the WWW?	At any time I want - I work at or have easy access to a comp	81.4%	78.8%	89.8%
	Sometimes - I don't have immediate access, but I can get acc	17.5%	19.6%	9.8%
	Rarely - I don't work at or have easy access to a computer c	1.1%	1.6%	.4%
Total		100.0%	100.0%	100.0%

**q10 - How often are you able to access the WWW? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q10 - How often are you able to access the WWW?	At any time I want - I work at or have easy access to a comp	83.7%	84.0%
	Sometimes - I don't have immediate access, but I can get acc	15.5%	13.6%
	Rarely - I don't work at or have easy access to a computer c	.8%	2.4%
Total		100.0%	100.0%

**q10 - How often are you able to access the WWW? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q10 - How often are you able to access the WWW?	At any time I want - I work at or have easy access to a comp	83.2%	86.9%
	Sometimes - I don't have immediate access, but I can get acc	15.7%	12.1%
	Rarely - I don't work at or have easy access to a computer c	1.1%	.9%
Total		100.0%	100.0%

**q11 -**  
**Have you ever viewed/used Navy Knowledge Online (NKO)? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q11 - Have you ever viewed/used Navy Knowledge Online (NKO)?	Yes	98.7%	98.0%	97.6%	97.9%
	No	1.3%	2.0%	2.4%	2.1%
Total		100.0%	100.0%	100.0%	100.0%

**q11 -**  
**Have you ever viewed/used Navy Knowledge Online (NKO)? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q11 - Have you ever viewed/used Navy Knowledge Online (NKO)?	Yes	98.1%	96.7%	97.9%
	No	1.9%	3.3%	2.1%
Total		100.0%	100.0%	100.0%

**q11 -**  
**Have you ever viewed/used Navy Knowledge Online (NKO)? \* q77 - What is your  
gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q11 - Have you ever viewed/used Navy Knowledge Online (NKO)?	Yes	97.5%	100.0%	97.9%
	No	2.5%		2.1%
Total		100.0%	100.0%	100.0%

**q12 -**  
**If you have viewed/used NKO, how often do you use NKO? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q12 - If you have viewed/used NKO, how often do you use NKO?	Have only accessed it once or twice	5.7%	6.4%	6.9%	6.6%
	Only when required to perform a mandated training course on	43.5%	58.4%	56.8%	57.2%
	About once a month	29.4%	20.3%	21.4%	21.1%
	About once a week	13.1%	10.0%	10.2%	10.2%

**q12 -**  
**If you have viewed/used NKO, how often do you use NKO? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q12 - If you have viewed/used...	Several times a week	7.4%	3.9%	4.3%	4.2%
	Daily	.9%	1.0%	.4%	.7%
Total		100.0%	100.0%	100.0%	100.0%

**q12 -**  
**If you have viewed/used NKO, how often do you use NKO? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q12 - If you have viewed/used NKO, how often do you use NKO?	Have only accessed it once or twice	6.6%	6.8%	6.6%
	Only when required to perform a mandated training course on	57.2%	57.5%	57.2%
	About once a month	21.0%	21.2%	21.1%
	About once a week	10.4%	9.2%	10.2%
	Several times a week	4.1%	4.8%	4.2%
	Daily	.8%	.5%	.7%
Total		100.0%	100.0%	100.0%

**q12 -**  
**If you have viewed/used NKO, how often do you use NKO? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q12 - If you have viewed/used NKO, how often do you use NKO?	Have only accessed it once or twice	6.3%	8.0%	6.6%
	Only when required to perform a mandated training course on	57.4%	56.3%	57.2%
	About once a month	21.8%	17.0%	21.1%
	About once a week	10.0%	11.1%	10.2%
	Several times a week	3.8%	6.3%	4.2%
	Daily	.7%	1.2%	.7%
Total		100.0%	100.0%	100.0%

**q13 - How easy is it to find information you are looking for on NKO? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q13 - How easy is it to find information you are looking for on NKO?	Easy	39.5%	27.8%	23.7%
	Neither easy nor difficult	35.3%	33.5%	32.9%
	Difficult	25.3%	38.7%	43.4%
Total		100.0%	100.0%	100.0%

**q13 - How easy is it to find information you are looking for on NKO? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q13 - How easy is it to find information you are looking for on NKO?	Easy	25.2%	32.1%
	Neither easy nor difficult	32.8%	35.5%
	Difficult	42.0%	32.4%
Total		100.0%	100.0%

**q13 - How easy is it to find information you are looking for on NKO? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q13 - How easy is it to find information you are looking for on NKO?	Easy	26.1%	27.6%
	Neither easy nor difficult	34.0%	29.0%
	Difficult	39.8%	43.4%
Total		100.0%	100.0%

**q14 - If you don't use NKO regularly, what is the primary reason? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q14 - If you don't use NKO regularly, what is the primary reason?	I don't have access to a computer	.4%	.6%	.3%
	I have a computer but don't have access to the Internet	.4%		.1%
	Quality of content	6.9%	10.6%	10.0%
	Organization of content	15.4%	20.6%	19.5%
	Not enough time	27.5%	23.1%	32.0%
	Access is too slow/not responsive	20.5%	11.1%	10.5%
				11.1%

**q14 - If you don't use NKO regularly, what is the primary reason? \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q14 - If you don't use N... Other	28.8%	34.0%	27.8%	31.1%
Total	100.0%	100.0%	100.0%	100.0%

**q14 - If you don't use NKO regularly, what is the primary reason? \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q14 - If you don't use NKO regularly, what is the primary reason?			
I don't have access to a computer	.4%		.3%
I have a computer but don't have access to the Internet		.7%	.1%
Quality of content	10.3%	10.2%	10.3%
Organization of content	20.5%	17.6%	20.0%
Not enough time	27.2%	26.6%	27.1%
Access is too slow/not responsive	10.4%	14.2%	11.1%
Other	31.2%	30.8%	31.1%
Total	100.0%	100.0%	100.0%

**q14 - If you don't use NKO regularly, what is the primary reason? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q14 - If you don't use NKO regularly, what is the primary reason?			
I don't have access to a computer	.2%	1.0%	.3%
I have a computer but don't have access to the Internet	.1%		.1%
Quality of content	9.8%	12.6%	10.3%
Organization of content	20.5%	17.0%	20.0%
Not enough time	27.4%	25.9%	27.1%
Access is too slow/not responsive	11.3%	9.9%	11.1%
Other	30.7%	33.6%	31.1%
Total	100.0%	100.0%	100.0%

**q15 -**  
**Have you ever viewed/used BUPERS online (BOL)? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q15 - Have you ever viewed/used BUPERS online (BOL)?	Yes	99.8%	97.5%	99.8%	98.6%
	No	.2%	2.5%	.2%	1.4%
Total		100.0%	100.0%	100.0%	100.0%

**q15 -**  
**Have you ever viewed/used BUPERS online (BOL)? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q15 - Have you ever viewed/used BUPERS online (BOL)?	Yes	98.5%	99.0%	98.6%
	No	1.5%	1.0%	1.4%
Total		100.0%	100.0%	100.0%

**q15 -**  
**Have you ever viewed/used BUPERS online (BOL)? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q15 - Have you ever viewed/used BUPERS online (BOL)?	Yes	98.9%	97.0%	98.6%
	No	1.1%	3.0%	1.4%
Total		100.0%	100.0%	100.0%

**q16 -**  
**If you have viewed/used BOL, how often do you use BOL? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q16 - If you have viewed/used BOL, how often do you use BOL?	Have only accessed it once or twice	4.2%	11.7%	7.4%	9.5%
	Only use when I can't find information elsewhere or only whe	45.8%	54.9%	56.9%	55.5%
	Once a week	35.8%	25.8%	27.6%	26.9%
	Several times a week	11.3%	6.7%	7.2%	7.1%
	Daily	2.9%	.9%	.9%	.9%
Total		100.0%	100.0%	100.0%	100.0%

**q16 -**

**If you have viewed/used BOL, how often do you use BOL? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q16 - If you have viewed/used BOL, how often do you use BOL?	Have only accessed it once or twice	9.2%	11.2%	9.5%
	Only use when I can't find information elsewhere or only whe	55.8%	54.2%	55.5%
	Once a week	27.7%	23.1%	26.9%
	Several times a week	6.3%	10.9%	7.1%
	Daily	1.0%	.5%	.9%
Total		100.0%	100.0%	100.0%

**q16 -**

**If you have viewed/used BOL, how often do you use BOL? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q16 - If you have viewed/used BOL, how often do you use BOL?	Have only accessed it once or twice	8.7%	14.6%	9.5%
	Only use when I can't find information elsewhere or only whe	55.3%	57.2%	55.5%
	Once a week	27.8%	21.5%	26.9%
	Several times a week	7.1%	6.7%	7.1%
	Daily	1.1%	.0%	.9%
Total		100.0%	100.0%	100.0%

**q17 - If you don't use BOL regularly, what is the primary reason? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q17 - If you don't use BOL regularly, what is the primary reason?	I don't have access to a computer	.5%	.3%		.2%
	I have a computer but don't have access to the Internet	.5%	.4%		.2%
	Quality of content	10.6%	9.0%	6.4%	7.9%
	Organization of content	10.6%	16.0%	12.9%	14.5%
	Not enough time	25.2%	21.4%	27.7%	24.2%
	Access is too slow/not responsive	10.2%	5.0%	7.9%	6.4%
	Other	42.4%	47.9%	45.2%	46.6%
Total		100.0%	100.0%	100.0%	100.0%

**q17 - If you don't use BOL regularly, what is the primary reason? \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q17 - If you don't use BOL regularly, what is the primary reason?	I don't have access to a computer	.2%	.2%
	I have a computer but don't have access to the Internet		1.3% .2%
	Quality of content	7.7%	8.8% 7.9%
	Organization of content	15.6%	9.4% 14.5%
	Not enough time	23.3%	28.4% 24.2%
	Access is too slow/not responsive	5.5%	10.7% 6.4%
	Other	47.7%	41.3% 46.6%
Total		100.0%	100.0% 100.0%

**q17 - If you don't use BOL regularly, what is the primary reason? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q17 - If you don't use BOL regularly, what is the primary reason?	I don't have access to a computer	.0%	.9% .2%
	I have a computer but don't have access to the Internet	.0%	1.3% .2%
	Quality of content	8.7%	3.9% 7.9%
	Organization of content	14.6%	14.1% 14.5%
	Not enough time	24.4%	23.4% 24.2%
	Access is too slow/not responsive	6.6%	5.5% 6.4%
	Other	45.7%	51.0% 46.6%
Total		100.0%	100.0% 100.0%

**q18 - How easy is it to find information you are looking for on BOL? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q18 - How easy is it to find information you are looking for on BOL?	Easy	66.9%	49.6%	53.8% 52.0%
	Neither easy nor difficult	27.5%	33.6%	31.5% 32.5%
	Difficult	5.3%	14.5%	14.5% 14.3%
	Not applicable, I have never viewed/used BOL	.2%	2.3%	.2% 1.3%
Total	100.0%	100.0%	100.0%	100.0%

**q18 - How easy is it to find information you are looking for on BOL? \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q18 - How easy is it to find information you are looking for on BOL?	Easy	51.7%	52.0%
	Neither easy nor difficult	32.9%	32.5%
	Difficult	14.0%	14.3%
	Not applicable, I have never viewed/used BOL	1.4%	1.3%
Total	100.0%	100.0%	100.0%

**q18 - How easy is it to find information you are looking for on BOL? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q18 - How easy is it to find information you are looking for on BOL?	Easy	53.2%	52.0%
	Neither easy nor difficult	32.1%	32.5%
	Difficult	13.6%	14.3%
	Not applicable, I have never viewed/used BOL	1.1%	1.3%
Total	100.0%	100.0%	100.0%

**q19\_r1 -  
How often do you access the applications listed below on BOL or by other means? Physical Readiness Information Management System (PRIMS) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q19_r1 - How often do you access the applications listed below on BOL or by other means? Physical Readiness Information Management System (PRIMS)	Daily	.2%	.5%	.3%
	3-4 times a week	1.1%	.3%	.2%
	1-2 times a week	1.2%	.7%	.6%
	Less than once a week	9.5%	4.6%	4.5%
	Less than once a month	76.7%	80.2%	83.0%
	Never	11.3%	13.7%	11.4%
Total	100.0%	100.0%	100.0%	100.0%

**q19\_r1 -**

**How often do you access the applications listed below on BOL or by other means?  
Physical Readiness Information Management System (PRIMS) \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q19_r1 - How often do you access the applications listed below on BOL or by other means? Physical Readiness Information Management System (PRIMS)	Daily	.3%		.3%
	3-4 times a week	.1%	.6%	.2%
	1-2 times a week	.5%	1.0%	.6%
	Less than once a week	4.2%	5.7%	4.5%
	Less than once a month	83.3%	81.4%	83.0%
	Never	11.5%	11.3%	11.4%
Total		100.0%	100.0%	100.0%

**q19\_r1 -**

**How often do you access the applications listed below on BOL or by other means? Physical Readiness Information Management System (PRIMS) \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q19_r1 - How often do you access the applications listed below on BOL or by other means? Physical Readiness Information Management System (PRIMS)	Daily	.3%		.3%
	3-4 times a week	.2%		.2%
	1-2 times a week	.5%	1.2%	.6%
	Less than once a week	4.8%	2.7%	4.5%
	Less than once a month	82.1%	88.5%	83.0%
	Never	12.1%	7.6%	11.4%
Total		100.0%	100.0%	100.0%

**q19\_r2 - How often do you access the applications listed below on BOL or by other means?  
CMS/Interactive Detailing/JCMS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q19_r2 - How often do you access the applications listed below on BOL or by other means? CMS/Interactive Detailing/JCMS	Daily	.6%	.3%		.2%
	3-4 times a week	.2%	.5%	.5%	.5%
	1-2 times a week	2.3%	2.1%	1.4%	1.8%
	Less than once a week	6.6%	4.1%	1.9%	3.2%
	Less than once a month	28.5%	24.7%	20.5%	23.0%
	Never	61.8%	68.2%	75.7%	71.3%
Total		100.0%	100.0%	100.0%	100.0%

**q19\_r2 - How often do you access the applications listed below on BOL or by other means? CMS/Interactive Detailing/JCMS \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q19_r2 - How often do you access the applications listed below on BOL or by other means? CMS/Interactive Detailing/JCMS	Daily	.2%	.2%
	3-4 times a week	.6%	.5%
	1-2 times a week	1.6%	1.8%
	Less than once a week	3.3%	3.2%
	Less than once a month	23.0%	23.0%
	Never	71.3%	71.3%
Total		100.0%	100.0%

**q19\_r2 - How often do you access the applications listed below on BOL or by other means? CMS/Interactive Detailing/JCMS \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q19_r2 - How often do you access the applications listed below on BOL or by other means? CMS/Interactive Detailing/JCMS	Daily	.2%	.2%
	3-4 times a week	.6%	.5%
	1-2 times a week	2.0%	1.8%
	Less than once a week	3.4%	3.2%
	Less than once a month	23.7%	23.0%
	Never	70.1%	71.3%
Total		100.0%	100.0%

**q19\_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q19_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning	Daily	.2%	.4%	.3%
	3-4 times a week	1.3%	1.2%	1.3%
	1-2 times a week	10.5%	3.7%	4.0%
	Less than once a week	23.0%	17.7%	17.0%
	Less than once a month	50.5%	55.0%	55.5%
	Never	14.5%	22.0%	22.0%
Total		100.0%	100.0%	100.0%

**q19\_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q19_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning	Daily	.3%		.3%
	3-4 times a week	1.2%	1.4%	1.3%
	1-2 times a week	3.8%	4.8%	4.0%
	Less than once a week	17.3%	15.7%	17.0%
	Less than once a month	55.7%	54.2%	55.5%
	Never	21.6%	24.0%	22.0%
Total		100.0%	100.0%	100.0%

**q19\_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q19_r3 - How often do you access the applications listed below on BOL or by other means? Navy e-Learning	Daily	.2%	.6%	.3%
	3-4 times a week	1.1%	2.2%	1.3%
	1-2 times a week	4.0%	3.6%	4.0%
	Less than once a week	17.6%	14.0%	17.0%
	Less than once a month	55.0%	58.5%	55.5%
	Never	22.1%	21.1%	22.0%
Total		100.0%	100.0%	100.0%

**q19\_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		W2-W5	O1-O3	O4 and above	
q19_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket	Daily	1.1%	.4%		.2%
	3-4 times a week	.8%	.2%		.4%
	1-2 times a week	5.2%	1.3%		1.2%
	Less than once a week	17.1%	10.5%		9.1%
	Less than once a month	52.2%	47.6%		44.0%
	Never	23.7%	40.1%		45.1%
Total		100.0%	100.0%		100.0%

**q19\_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q19_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket	Daily	.3%		.2%
	3-4 times a week	.4%	.5%	.4%
	1-2 times a week	1.0%	2.2%	1.2%
	Less than once a week	9.2%	8.5%	9.1%
	Less than once a month	43.6%	46.0%	44.0%
	Never	45.5%	42.9%	45.0%
Total		100.0%	100.0%	100.0%

**q19\_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q19_r4 - How often do you access the applications listed below on BOL or by other means? Electronic Training Jacket	Daily	.3%		.2%
	3-4 times a week	.4%	.5%	.4%
	1-2 times a week	1.3%	.6%	1.2%
	Less than once a week	9.8%	5.0%	9.1%
	Less than once a month	44.3%	42.1%	44.0%
	Never	43.9%	51.9%	45.0%
Total		100.0%	100.0%	100.0%

**q19\_r5 - How often do you access the applications listed below on BOL or by other means? SMART \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		W2-W5	O1-O3	O4 and above	
q19_r5 - How often do you access the applications listed below on BOL or by other means? SMART	Daily	.2%	.2%		.1%
	3-4 times a week	.2%	.3%	.3%	.3%
	1-2 times a week	3.3%	.7%	.2%	.5%
	Less than once a week	14.2%	3.5%	2.4%	3.4%
	Less than once a month	68.2%	34.3%	26.2%	31.7%
	Never	13.9%	61.1%	70.8%	64.0%
Total		100.0%	100.0%	100.0%	100.0%

**q19\_r5 -**

**How often do you access the applications listed below on BOL or by other means?  
SMART \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q19_r5 - How often do you access the applications listed below on BOL or by other means? SMART	Daily	.1%		.1%
	3-4 times a week	.2%	.9%	.3%
	1-2 times a week	.4%	1.2%	.5%
	Less than once a week	3.3%	3.6%	3.4%
	Less than once a month	31.0%	35.4%	31.7%
	Never	65.0%	58.9%	64.0%
Total		100.0%	100.0%	100.0%

**q19\_r5 -**

**How often do you access the applications listed below on BOL or by other means? SMART \*  
q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q19_r5 - How often do you access the applications listed below on BOL or by other means? SMART	Daily	.1%		.1%
	3-4 times a week	.3%	.5%	.3%
	1-2 times a week	.6%		.5%
	Less than once a week	3.7%	1.2%	3.4%
	Less than once a month	32.8%	25.4%	31.7%
	Never	62.5%	72.9%	64.0%
Total		100.0%	100.0%	100.0%

**q19\_r6 -**

**How often do you access the applications listed below on BOL or by other means? Navy College \*  
paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q19_r6 - How often do you access the applications listed below on BOL or by other means? Navy College	Daily	.4%	.2%		.1%
	3-4 times a week	.8%	.3%		.3%
	1-2 times a week	3.1%	.6%		.6%
	Less than once a week	12.9%	3.2%		2.1%
	Less than once a month	56.5%	26.8%		18.7%
	Never	26.2%	68.8%		78.7%
Total		100.0%	100.0%		100.0%

**q19\_r6 -**

**How often do you access the applications listed below on BOL or by other means?  
Navy College \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q19_r6 - How often do you access the applications listed below on BOL or by other means? Navy College	Daily	.1%		.1%
	3-4 times a week	.2%	.6%	.3%
	1-2 times a week	.3%	1.8%	.6%
	Less than once a week	3.0%	2.9%	3.0%
	Less than once a month	23.0%	29.5%	24.1%
	Never	73.3%	65.2%	71.9%
Total		100.0%	100.0%	100.0%

**q19\_r6 -**

**How often do you access the applications listed below on BOL or by other means? Navy  
College \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q19_r6 - How often do you access the applications listed below on BOL or by other means? Navy College	Daily	.1%		.1%
	3-4 times a week	.3%		.3%
	1-2 times a week	.7%		.6%
	Less than once a week	3.4%	.6%	3.0%
	Less than once a month	24.6%	21.6%	24.1%
	Never	70.9%	77.8%	71.9%
Total		100.0%	100.0%	100.0%

**q20 - Have you ever viewed/used the Navy Personnel Command website ([www.npc.navy.mil](http://www.npc.navy.mil))? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q20 - Have you ever viewed/used the Navy Personnel Command website ( <a href="http://www.npc.navy.mil">www.npc.navy.mil</a> )?	Yes	92.2%	70.6%	89.4%	79.6%
	No	7.8%	29.4%	10.6%	20.4%
Total		100.0%	100.0%	100.0%	100.0%

**q20 - Have you ever viewed/used the Navy Personnel Command website (www.npc.navy.mil)? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q20 - Have you ever viewed/used the Navy Personnel Command website (www.npc.navy.mil)?	Yes	79.2%	81.8%
	No	20.8%	18.2%
Total		100.0%	100.0%

**q20 - Have you ever viewed/used the Navy Personnel Command website (www.npc.navy.mil)? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q20 - Have you ever viewed/used the Navy Personnel Command website (www.npc.navy.mil)?	Yes	82.0%	65.4%
	No	18.0%	34.6%
Total		100.0%	100.0%

**q21 - The information on the NPC website helps me manage my career. \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q21 - The information on the NPC website helps me manage my career.	Agree	63.5%	58.7%	59.7%
	Neither agree nor disagree	30.9%	31.9%	30.0%
	Disagree	5.7%	9.4%	10.3%
Total		100.0%	100.0%	100.0%

**q21 - The information on the NPC website helps me manage my career. \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q21 - The information on the NPC website helps me manage my career.	Agree	59.6%	58.0%
	Neither agree nor disagree	30.9%	30.9%
	Disagree	9.5%	11.1%
Total		100.0%	100.0%

**q21 - The information on the NPC website helps me manage my career. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q21 - The information on the NPC website helps me manage my career.	Agree	60.9%	48.2%	59.3%
	Neither agree nor disagree	29.9%	38.6%	30.9%
	Disagree	9.3%	13.2%	9.7%
Total		100.0%	100.0%	100.0%

**q22 -**

**Which website do you use most frequently to find out information about Navy personnel and detailing issues? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q22 - Which website do you use most frequently to find out information about Navy personnel and detailing issues?	www.npc.navy.mil	73.4%	51.7%	71.8%	61.3%
	www.nko.navy.mil	8.8%	15.1%	8.4%	12.0%
	Other	5.6%	4.3%	4.0%	4.2%
Total	Not applicable, I do not use websites to find out information	12.1%	28.9%	15.8%	22.5%
		100.0%	100.0%	100.0%	100.0%

**q22 -**

**Which website do you use most frequently to find out information about Navy personnel and detailing issues? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q22 - Which website do you use most frequently to find out information about Navy personnel and detailing issues?	www.npc.navy.mil	61.1%	62.1%	61.3%
	www.nko.navy.mil	12.3%	10.2%	12.0%
	Other	4.1%	4.7%	4.2%
Total	Not applicable, I do not use websites to find out information	22.5%	23.0%	22.5%
		100.0%	100.0%	100.0%

**q22 -**

**Which website do you use most frequently to find out information about Navy personnel and detailing issues? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q22 - ...	www.npc.navy.mil	64.9%	40.2%	61.3%

**q22 -**  
**Which website do you use most frequently to find out information about Navy personnel and detailing issues? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q22 - Which website do you use most frequently to find out information about Navy personnel and detailing issues?	www.nko.navy.mil	10.6%	20.4%	12.0%
	Other	4.1%	4.7%	4.2%
	Not applicable, I do not use websites to find out information	20.5%	34.7%	22.5%
Total		100.0%	100.0%	100.0%

**q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses?	www.npc.navy.mil	14.3%	11.6%	13.5%	12.5%
	www.nko.navy.mil	76.5%	75.4%	72.1%	74.0%
	Other:	9.2%	13.0%	14.4%	13.5%
Total		100.0%	100.0%	100.0%	100.0%

**q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses?	www.npc.navy.mil	12.5%	12.8%	12.5%
	www.nko.navy.mil	74.6%	71.0%	74.0%
	Other:	12.9%	16.2%	13.5%
Total		100.0%	100.0%	100.0%

**q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q23 - Which website do you use most frequently to find out information about Training and ...	www.npc.navy.mil	13.0%	9.7%	12.5%
	www.nko.navy.mil	73.3%	78.2%	74.0%

**q23 - Which website do you use most frequently to find out information about Training and Education issues, or Online Courses? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q23 - Which website d... Other:	13.7%	12.2%	13.5%
Total	100.0%	100.0%	100.0%

**q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction. \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction.	Agree	59.3%	44.9%	46.4%	46.0%
	Neither agree nor disagree	28.0%	43.0%	36.6%	39.7%
	Disagree	12.7%	12.1%	16.9%	14.3%
Total		100.0%	100.0%	100.0%	100.0%

**q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction. \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction.	Agree	46.4%	44.1%	46.0%
	Neither agree nor disagree	40.1%	37.6%	39.7%
	Disagree	13.5%	18.3%	14.3%
Total		100.0%	100.0%	100.0%

**q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q24 - Web-based self-service initiatives (e.g., JCMS/CMS, Navy e-Learning, Navy College) are moving the Navy in the right direction.	Agree	46.5%	43.2%	46.0%
	Neither agree nor disagree	39.0%	44.0%	39.7%
	Disagree	14.5%	12.8%	14.3%
Total		100.0%	100.0%	100.0%

**q25 - The Navy provides enough information on the web for me to make informed career decisions. \*  
paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q25 - The Navy provides enough information on the web for me to make informed career decisions.	Agree	57.9%	37.4%	42.5%	40.3%
	Neither agree nor disagree	29.6%	40.7%	34.9%	37.8%
	Disagree	12.5%	21.9%	22.6%	21.9%
Total		100.0%	100.0%	100.0%	100.0%

**q25 - The Navy provides enough information on the web for me to make informed career decisions. \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q25 - The Navy provides enough information on the web for me to make informed career decisions.	Agree	40.2%	40.4%	40.3%
	Neither agree nor disagree	38.3%	35.7%	37.8%
	Disagree	21.5%	23.9%	21.9%
Total		100.0%	100.0%	100.0%

**q25 - The Navy provides enough information on the web for me to make informed career decisions. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q25 - The Navy provides enough information on the web for me to make informed career decisions.	Agree	41.7%	31.7%	40.3%
	Neither agree nor disagree	36.3%	46.7%	37.8%
	Disagree	21.9%	21.6%	21.9%
Total		100.0%	100.0%	100.0%

**q26\_r1 -  
Navy NewsStand (Navy.mil) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r1 - Navy NewsStand (Navy.mil)	Small extent	49.6%	67.0%	69.6%	67.6%
	Moderate extent	31.9%	23.2%	20.1%	22.1%
	Large extent	18.4%	9.8%	10.3%	10.3%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r1 -  
Navy NewsStand (Navy.mil) \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r1 - Navy NewsStand (Navy. mil)	Small extent	68.5%	63.1%
	Moderate extent	22.0%	22.8%
	Large extent	9.5%	14.1%
Total		100.0%	100.0%

**q26\_r1 -  
Navy NewsStand (Navy.mil) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q26_r1 - Navy NewsStand (Navy. mil)	Small extent	66.8%	72.5%
	Moderate extent	22.8%	17.9%
	Large extent	10.4%	9.6%
Total		100.0%	100.0%

**q26\_r2 - POD notes \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q26_r2 - POD notes	Small extent	32.9%	55.1%	55.9%
	Moderate extent	35.9%	27.9%	27.0%
	Large extent	31.2%	17.0%	17.1%
Total		100.0%	100.0%	100.0%

**q26\_r2 - POD notes \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r2 - POD notes	Small extent	55.5%	51.4%
	Moderate extent	27.4%	29.6%
	Large extent	17.1%	19.0%
Total		100.0%	100.0%

**q26\_r2 - POD notes \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r2 - POD notes	Small extent	54.1%	58.5%	54.8%
	Moderate extent	28.4%	24.2%	27.8%
	Large extent	17.5%	17.2%	17.4%
Total		100.0%	100.0%	100.0%

**q26\_r3 - Your Chief \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r3 - Your Chief	Small extent	52.2%	55.8%	59.4%	57.3%
	Moderate extent	24.3%	27.1%	22.3%	24.9%
	Large extent	23.6%	17.1%	18.3%	17.8%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r3 - Your Chief \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r3 - Your Chief	Small extent	57.7%	55.4%	57.3%
	Moderate extent	24.4%	27.0%	24.9%
	Large extent	17.9%	17.6%	17.8%
Total		100.0%	100.0%	100.0%

**q26\_r3 - Your Chief \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r3 - Your Chief	Small extent	57.3%	57.3%	57.3%
	Moderate extent	24.5%	27.2%	24.9%
	Large extent	18.2%	15.5%	17.8%
Total		100.0%	100.0%	100.0%

**q26\_r4 - CMC \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r4 - CMC	Small extent	44.6%	53.2%	49.8%	51.5%
	Moderate extent	27.7%	29.8%	23.9%	27.1%
	Large extent	27.7%	17.0%	26.2%	21.4%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r4 - CMC \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r4 - CMC	Small extent	51.4%	51.6%	51.5%
	Moderate extent	27.1%	27.4%	27.1%
	Large extent	21.5%	21.0%	21.4%
Total		100.0%	100.0%	100.0%

**q26\_r4 - CMC \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r4 - CMC	Small extent	50.8%	55.5%	51.5%
	Moderate extent	27.2%	26.8%	27.1%
	Large extent	22.1%	17.7%	21.4%
Total		100.0%	100.0%	100.0%

**q26\_r5 - CO/XO \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r5 - CO/XO	Small extent	17.2%	17.4%	15.7%	16.6%
	Moderate extent	24.3%	27.1%	24.7%	26.0%
	Large extent	58.5%	55.5%	59.6%	57.4%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r5 -  
CO/XO \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r5 - CO/XO	Small extent	16.0%	19.7%
	Moderate extent	26.1%	25.2%
	Large extent	57.9%	55.1%
Total		100.0%	100.0%

**q26\_r5 -  
CO/XO \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q26_r5 - CO/XO	Small extent	16.3%	18.7%
	Moderate extent	25.4%	29.6%
	Large extent	58.4%	51.7%
Total		100.0%	100.0%

**q26\_r6 - MCPON email \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q26_r6 - MCPON email	Small extent	67.0%	81.0%	81.0%
	Moderate extent	21.2%	14.6%	13.3%
	Large extent	11.7%	4.4%	5.7%
Total		100.0%	100.0%	100.0%

**q26\_r6 - MCPON email \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r6 - MCPON email	Small extent	82.5%	71.3%
	Moderate extent	12.8%	21.1%
	Large extent	4.7%	7.6%
Total		100.0%	100.0%

**q26\_r6 - MCPON email \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r6 - MCPON email	Small extent	81.0%	78.1%	80.6%
	Moderate extent	14.1%	15.2%	14.2%
	Large extent	4.9%	6.7%	5.2%
Total		100.0%	100.0%	100.0%

**q26\_r7 - Peers & shipmates \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r7 - Peers & shipmates	Small extent	40.8%	34.4%	37.7%	36.1%
	Moderate extent	38.3%	31.8%	32.5%	32.3%
	Large extent	20.9%	33.7%	29.7%	31.6%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r7 - Peers & shipmates \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r7 - Peers & shipmates	Small extent	36.2%	35.8%	36.1%
	Moderate extent	32.3%	32.3%	32.3%
	Large extent	31.5%	31.9%	31.6%
Total		100.0%	100.0%	100.0%

**q26\_r7 - Peers & shipmates \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r7 - Peers & shipmates	Small extent	36.3%	34.5%	36.1%
	Moderate extent	32.3%	32.2%	32.3%
	Large extent	31.3%	33.3%	31.6%
Total		100.0%	100.0%	100.0%

**q26\_r8 - Base newspaper \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r8 - ...	Small extent	62.6%	66.9%	72.1%	69.1%

**q26\_r8 -  
Base newspaper \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r8 - Base newspaper	Moderate extent	27.6%	24.3%	19.1%	22.1%
	Large extent	9.8%	8.8%	8.8%	8.8%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r8 -  
Base newspaper \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r8 - Base newspaper	Small extent	70.5%	62.0%	69.1%
	Moderate extent	20.7%	29.0%	22.1%
	Large extent	8.8%	9.0%	8.8%
Total		100.0%	100.0%	100.0%

**q26\_r8 -  
Base newspaper \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r8 - Base newspaper	Small extent	68.3%	73.3%	69.1%
	Moderate extent	22.4%	20.2%	22.1%
	Large extent	9.2%	6.6%	8.8%
Total		100.0%	100.0%	100.0%

**q26\_r9 -  
Command Career Counselor \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r9 - Command Career Counselor	Small extent	45.6%	68.1%	67.2%	67.1%
	Moderate extent	28.6%	16.5%	16.6%	16.9%
	Large extent	25.8%	15.4%	16.2%	16.1%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r9 -  
Command Career Counselor \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r9 - Command Career Counselor	Small extent	68.0%	62.3% 67.0%
	Moderate extent	16.5%	19.1% 16.9%
	Large extent	15.5%	18.7% 16.1%
Total		100.0%	100.0% 100.0%

**q26\_r9 -  
Command Career Counselor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q26_r9 - Command Career Counselor	Small extent	66.0%	73.1% 67.0%
	Moderate extent	17.7%	12.4% 16.9%
	Large extent	16.3%	14.5% 16.1%
Total		100.0%	100.0% 100.0%

**q26\_r10 - All Hands Magazine \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q26_r10 - All Hands Magazine	Small extent	47.4%	62.0%	70.2% 65.2%
	Moderate extent	32.2%	25.8%	21.3% 24.0%
	Large extent	20.4%	12.3%	8.4% 10.8%
Total		100.0%	100.0%	100.0% 100.0%

**q26\_r10 - All Hands Magazine \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r10 - All Hands Magazine	Small extent	65.7%	63.1% 65.2%
	Moderate extent	24.1%	23.5% 24.0%
	Large extent	10.3%	13.4% 10.8%
Total		100.0%	100.0% 100.0%

**q26\_r10 - All Hands Magazine \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r10 - All Hands Magazine	Small extent	64.0%	72.2%	65.2%
	Moderate extent	24.7%	19.4%	24.0%
	Large extent	11.2%	8.3%	10.8%
Total		100.0%	100.0%	100.0%

**q26\_r11 - Navy Times \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r11 - Navy Times	Small extent	36.9%	47.8%	55.4%	50.8%
	Moderate extent	30.9%	28.6%	25.9%	27.5%
	Large extent	32.2%	23.6%	18.7%	21.7%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r11 - Navy Times \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r11 - Navy Times	Small extent	51.2%	49.0%	50.8%
	Moderate extent	27.6%	26.7%	27.5%
	Large extent	21.2%	24.3%	21.7%
Total		100.0%	100.0%	100.0%

**q26\_r11 - Navy Times \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r11 - Navy Times	Small extent	48.7%	63.2%	50.8%
	Moderate extent	28.4%	22.1%	27.5%
	Large extent	22.9%	14.7%	21.7%
Total		100.0%	100.0%	100.0%

**q26\_r12 - Ombudsman \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r12 - ...	Small extent	76.1%	87.0%	83.0%	84.9%

**q26\_r12 -  
Ombudsman \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r12 - Ombudsman	Moderate extent	17.7%	11.1%	12.2%	11.8%
	Large extent	6.2%	1.9%	4.8%	3.3%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r12 -  
Ombudsman \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r12 - Ombudsman	Small extent	85.8%	80.4%	84.9%
	Moderate extent	11.1%	15.1%	11.8%
	Large extent	3.1%	4.5%	3.3%
Total		100.0%	100.0%	100.0%

**q26\_r12 -  
Ombudsman \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r12 - Ombudsman	Small extent	83.8%	91.4%	84.9%
	Moderate extent	12.6%	7.3%	11.8%
	Large extent	3.7%	1.3%	3.3%
Total		100.0%	100.0%	100.0%

**q26\_r13 -  
Fleet & Family Support Center \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r13 - Fleet & Family Support Center	Small extent	62.6%	77.1%	75.0%	75.7%
	Moderate extent	25.9%	16.5%	18.9%	17.9%
	Large extent	11.4%	6.4%	6.1%	6.4%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r13 -  
Fleet & Family Support Center \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r13 - Fleet & Family Support Center	Small extent	77.2%	68.4%	75.7%
	Moderate extent	16.9%	22.6%	17.9%
	Large extent	5.8%	9.0%	6.4%
Total		100.0%	100.0%	100.0%

**q26\_r13 -  
Fleet & Family Support Center \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q26_r13 - Fleet & Family Support Center	Small extent	74.9%	80.8%	75.7%
	Moderate extent	18.6%	13.5%	17.9%
	Large extent	6.5%	5.7%	6.4%
Total		100.0%	100.0%	100.0%

**q26\_r14 - All hands call with a Flag officer \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q26_r14 - All hands call with a Flag officer	Small extent	64.9%	67.9%	55.9%	62.5%
	Moderate extent	20.3%	19.2%	23.7%	21.2%
	Large extent	14.8%	12.9%	20.5%	16.3%
Total		100.0%	100.0%	100.0%	100.0%

**q26\_r14 - All hands call with a Flag officer \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q26_r14 - All hands call with a Flag officer	Small extent	62.9%	60.4%	62.5%
	Moderate extent	22.3%	16.0%	21.2%
	Large extent	14.8%	23.7%	16.3%
Total		100.0%	100.0%	100.0%

**q26\_r14 - All hands call with a Flag officer \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q26_r14 - All hands call with a Flag officer	Small extent	61.0%	71.4%
	Moderate extent	22.1%	16.1%
	Large extent	17.0%	12.4%
Total		100.0%	100.0%

**q26\_r15 -  
Daily News Update \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q26_r15 - Daily News Update	Small extent	51.1%	69.4%	62.0%
	Moderate extent	31.0%	21.1%	23.4%
	Large extent	17.8%	9.5%	14.6%
Total		100.0%	100.0%	100.0%

**q26\_r15 -  
Daily News Update \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q26_r15 - Daily News Update	Small extent	67.0%	58.4%
	Moderate extent	22.2%	23.5%
	Large extent	10.8%	18.1%
Total		100.0%	100.0%

**q26\_r15 -  
Daily News Update \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q26_r15 - Daily News Update	Small extent	64.9%	69.4%
	Moderate extent	22.3%	23.5%
	Large extent	12.8%	7.1%
Total		100.0%	100.0%

**q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career. \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career.	Agree	36.8%	21.3%	22.8%	22.4%
	Neither agree nor disagree	38.5%	47.2%	38.9%	43.2%
	Disagree	24.7%	31.6%	38.3%	34.4%
Total		100.0%	100.0%	100.0%	100.0%

**q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career. \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career.	Agree	22.4%	22.4%	22.4%
	Neither agree nor disagree	44.2%	38.5%	43.2%
	Disagree	33.4%	39.1%	34.4%
Total		100.0%	100.0%	100.0%

**q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q27 - Navy Career Management Tools (e.g., CMS, Navy e-Learning, Navy College) available via NKO help me manage my career.	Agree	22.9%	19.9%	22.4%
	Neither agree nor disagree	43.4%	42.1%	43.2%
	Disagree	33.7%	38.0%	34.4%
Total		100.0%	100.0%	100.0%

**q28\_r1 - Five-Vector Model (5VM) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q28_r1 - Five-Vector Model (5VM)	Daily	.2%	.2%		.1%
	3-4 times a week	.2%			.0%
	1-2 times a week	.6%	.4%	.4%	.4%
	Less than once a week	2.3%	1.2%	.7%	1.0%

**q28\_r1 - Five-Vector Model (5VM) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q28_r1 - Five-Vector Model (5VM)	Less than once a month	29.5%	13.6%	17.9%	16.0%
	Never	67.2%	84.7%	81.1%	82.5%
Total		100.0%	100.0%	100.0%	100.0%

**q28\_r1 - Five-Vector Model (5VM) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q28_r1 - Five-Vector Model (5VM)	Daily	.1%		.1%
	3-4 times a week		.0%	.0%
	1-2 times a week	.4%	.1%	.4%
	Less than once a week	1.1%	.6%	1.0%
	Less than once a month	16.1%	15.5%	16.0%
	Never	82.3%	83.8%	82.5%
Total		100.0%	100.0%	100.0%

**q28\_r1 - Five-Vector Model (5VM) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q28_r1 - Five-Vector Model (5VM)	Daily	.1%		.1%
	3-4 times a week	.0%		.0%
	1-2 times a week	.4%		.4%
	Less than once a week	1.1%	.5%	1.0%
	Less than once a month	16.8%	10.9%	16.0%
	Never	81.5%	88.6%	82.5%
Total		100.0%	100.0%	100.0%

**q28\_r2 - CMS/Interactive Detailing/JCMS \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q28_r2 - CMS/Interactive Detailing/JCMS	Daily	.4%	.2%		.1%
	3-4 times a week		.5%	.2%	.4%
	1-2 times a week	2.1%	.8%	.7%	.8%
	Less than once a week	4.0%	2.4%	.7%	1.7%
	Less than once a month	30.6%	17.9%	15.2%	17.1%

**q28\_r2 -  
CMS/Interactive Detailing/JCMS \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q28_r2 - ...    Never	63.0%	78.1%	83.2%	80.0%
Total	100.0%	100.0%	100.0%	100.0%

**q28\_r2 -  
CMS/Interactive Detailing/JCMS \* racegrp Crosstabulation**

% within racegrp

	Daily	racegrp		Total
		majority	minority	
q28_r2 - CMS/Interactive Detailing/JCMS	Daily	.1%	.0%	.1%
	3-4 times a week	.4%		.4%
	1-2 times a week	.6%	2.0%	.8%
	Less than once a week	1.6%	2.1%	1.7%
	Less than once a month	16.8%	18.6%	17.1%
	Never	80.5%	77.3%	80.0%
Total		100.0%	100.0%	100.0%

**q28\_r2 -  
CMS/Interactive Detailing/JCMS \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	Daily	q77 - What is your gender?		Total
		Male	Female	
q28_r2 - CMS/Interactive Detailing/JCMS	Daily	.1%	.0%	.1%
	3-4 times a week	.4%		.4%
	1-2 times a week	.9%		.8%
	Less than once a week	2.0%	.0%	1.7%
	Less than once a month	17.5%	14.7%	17.1%
	Never	79.1%	85.2%	80.0%
Total		100.0%	100.0%	100.0%

**q28\_r3 - Navy e-Learning \* paygrp Crosstabulation**

% within paygrp

	Daily	paygrp			Total
		W2-W5	O1-O3	O4 and above	
q28_r3 - Navy e-Learning	Daily	.6%	.2%	.2%	.2%
	3-4 times a week	2.1%	1.2%	1.6%	1.4%
	1-2 times a week	9.2%	3.8%	3.4%	3.8%
	Less than once a week	21.2%	17.1%	15.2%	16.4%
	Less than once a month	54.6%	58.1%	57.7%	57.8%

**q28\_r3 - Navy e-Learning \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q28_r3 - Navy e-Learning	Never	12.2%	19.6%	21.9%
Total		100.0%	100.0%	100.0%

**q28\_r3 - Navy e-Learning \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q28_r3 - Navy e-Learning	Daily	.2%		.2%
	3-4 times a week	1.3%	1.8%	1.4%
	1-2 times a week	3.4%	6.0%	3.8%
	Less than once a week	17.0%	13.1%	16.4%
	Less than once a month	57.8%	57.9%	57.8%
	Never	20.3%	21.2%	20.4%
Total		100.0%	100.0%	100.0%

**q28\_r3 - Navy e-Learning \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q28_r3 - Navy e-Learning	Daily	.0%	1.2%	.2%
	3-4 times a week	1.2%	2.3%	1.4%
	1-2 times a week	3.7%	4.1%	3.8%
	Less than once a week	16.8%	13.9%	16.4%
	Less than once a month	57.3%	60.8%	57.8%
	Never	20.9%	17.7%	20.4%
Total		100.0%	100.0%	100.0%

**q28\_r4 - Electronic Training Jacket \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q28_r4 - Electronic Training Jacket	Daily	.6%	.2%		.1%
	3-4 times a week	1.1%	.2%	.7%	.4%
	1-2 times a week	4.6%	1.3%	1.0%	1.3%
	Less than once a week	16.1%	10.4%	6.3%	8.8%
	Less than once a month	50.6%	41.1%	34.9%	38.6%
	Never	27.0%	46.8%	57.2%	50.8%
Total		100.0%	100.0%	100.0%	100.0%

**q28\_r4 - Electronic Training Jacket \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q28_r4 - Electronic Training Jacket	Daily	.1%		.1%
	3-4 times a week	.4%	.4%	.4%
	1-2 times a week	.9%	3.0%	1.3%
	Less than once a week	8.8%	8.8%	8.8%
	Less than once a month	38.7%	37.9%	38.6%
	Never	51.0%	49.9%	50.8%
Total		100.0%	100.0%	100.0%

**q28\_r4 - Electronic Training Jacket \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q28_r4 - Electronic Training Jacket	Daily	.1%		.1%
	3-4 times a week	.4%	.5%	.4%
	1-2 times a week	1.4%	.6%	1.3%
	Less than once a week	9.4%	5.3%	8.8%
	Less than once a month	39.3%	34.6%	38.6%
	Never	49.5%	58.9%	50.8%
Total		100.0%	100.0%	100.0%

**q28\_r5 - SMART \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q28_r5 - SMART	Daily	.2%	.2%		.1%
	3-4 times a week	.4%	.2%	.3%	.2%
	1-2 times a week	4.6%	.8%	.3%	.7%
	Less than once a week	12.4%	3.7%	2.8%	3.6%
	Less than once a month	66.4%	29.4%	22.1%	27.3%
	Never	16.0%	65.7%	74.4%	68.1%
Total		100.0%	100.0%	100.0%	100.0%

**q28\_r5 -  
SMART \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q28_r5 - SMART	Daily	.1%	.1%
	3-4 times a week	.2%	.2%
	1-2 times a week	.4%	.7%
	Less than once a week	3.3%	5.0%
	Less than once a month	26.9%	29.1%
	Never	69.1%	68.1%
Total	100.0%	100.0%	100.0%

**q28\_r5 -  
SMART \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q28_r5 - SMART	Daily	.1%	.1%
	3-4 times a week	.2%	.2%
	1-2 times a week	.8%	.7%
	Less than once a week	4.0%	1.2%
	Less than once a month	28.4%	20.7%
	Never	66.5%	77.6%
Total	100.0%	100.0%	100.0%

**q28\_r6 -  
Navy College \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q28_r6 - Navy College	Daily	.2%	.2%	.1%
	3-4 times a week	.9%		.1%
	1-2 times a week	4.6%	1.1%	.8%
	Less than once a week	12.3%	3.3%	3.2%
	Less than once a month	55.6%	23.8%	22.7%
	Never	26.5%	71.6%	73.2%
Total	100.0%	100.0%	100.0%	100.0%

**q28\_r6 -  
Navy College \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q28_r6 - Navy College	Daily	.1%	.1%
	3-4 times a week	.1%	.1%
	1-2 times a week	.4%	2.7%
	Less than once a week	2.9%	4.6%
	Less than once a month	22.4%	24.1%
	Never	74.1%	68.5%
Total		100.0%	100.0%

**q28\_r6 -  
Navy College \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q28_r6 - Navy College	Daily	.1%	.1%
	3-4 times a week	.1%	.1%
	1-2 times a week	.8%	.6%
	Less than once a week	3.3%	2.1%
	Less than once a month	23.4%	18.2%
	Never	72.2%	79.1%
Total		100.0%	100.0%

**q29 -**

**CURRENT ASSIGNMENT**

I am currently assigned to: \* paygrp Crosstabulation

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q29 -  CURRENT ASSIGNMENT	Sea duty	46.4%	38.8%	21.6%
	Shore duty	53.6%	60.4%	78.2%
	Don't know		.8%	.2%
I am currently assigned to:				.5%
Total	100.0%	100.0%	100.0%	100.0%

q29 -

#### CURRENT ASSIGNMENT

I am currently assigned to: \* racegrp Crosstabulation

% within racegrp

	q29 -	racegrp		Total
		majority	minority	
	Sea duty	30.9%	33.8%	31.4%
	Shore duty	68.6%	65.7%	68.1%
CURRENT ASSIGNMENT	Don't know	.5%	.5%	.5%
I am currently assigned to:				
Total		100.0%	100.0%	100.0%

q29 -

#### CURRENT ASSIGNMENT

I am currently assigned to: \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

	q29 -	q77 - What is your gender?		Total
		Male	Female	
	Sea duty	32.8%	23.1%	31.4%
	Shore duty	66.7%	76.3%	68.1%
CURRENT ASSIGNMENT	Don't know	.5%	.6%	.5%
I am currently assigned to:				
Total		100.0%	100.0%	100.0%

q30 - What type of duty or billet is your current assignment? \* paygrp Crosstabulation

% within paygrp

	q30 - What type of duty or billet is your current ...	paygrp			Total
		W2-W5	O1-O3	O4 and above	
	CONUS Shore Duty (Type 1)	42.5%	42.8%	60.7%	50.8%

**q30 - What type of duty or billet is your current assignment? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q30 - What type of duty or billet is your current assignment?	CONUS Homeported Deployable Sea Duty (Type 2)	36.8%	29.8%	17.6%	24.6%
	OCONUS Shore Duty (counts as sea duty for rotational purpose)	3.3%	4.5%	5.6%	4.9%
	OCONUS Homeported Deployable Sea Duty (Type 4)	8.0%	8.0%	4.0%	6.2%
	OCONUS "Preferred" Shore Duty (Type 6)	6.7%	4.3%	3.4%	4.0%
	Other duty (i.e., Duty Under Instruction, special duty, etc.)	2.3%	6.8%	4.5%	5.6%
	Don't know	.4%	3.8%	4.2%	3.9%
Total		100.0%	100.0%	100.0%	100.0%

**q30 - What type of duty or billet is your current assignment? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q30 - What type of duty or billet is your current assignment?	CONUS Shore Duty (Type 1)	52.4%	42.7%	50.8%
	CONUS Homeported Deployable Sea Duty (Type 2)	24.1%	27.0%	24.6%
	OCONUS Shore Duty (counts as sea duty for rotational purpose)	4.7%	6.1%	4.9%
	OCONUS Homeported Deployable Sea Duty (Type 4)	6.0%	7.3%	6.2%
	OCONUS "Preferred" Shore Duty (Type 6)	3.3%	7.5%	4.0%
	Other duty (i.e., Duty Under Instruction, special duty, etc.)	5.8%	4.9%	5.6%
	Don't know	3.8%	4.4%	3.9%
Total		100.0%	100.0%	100.0%

**q30 - What type of duty or billet is your current assignment? \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q30 - What type of duty or billet is your current assignment?	CONUS Shore Duty (Type 1)	49.6%	57.4%	50.8%
	CONUS Homeported Deployable Sea Duty (Type 2)	25.6%	18.8%	24.6%
	OCONUS Shore Duty (counts as sea duty for rotational purpose)	4.9%	5.4%	4.9%
	OCONUS Homeported Deployable Sea Duty (Type 4)	6.6%	4.1%	6.2%
	OCONUS "Preferred" Shore Duty (Type 6)	3.9%	4.3%	4.0%
	Other duty (i.e., Duty Under Instruction, special duty, etc.)	5.6%	5.6%	5.6%
	Don't know	3.8%	4.4%	3.9%
Total		100.0%	100.0%	100.0%

**q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)?	Yes	10.2%	8.7%	6.6%	7.8%
	No	89.8%	91.3%	93.4%	92.2%
Total		100.0%	100.0%	100.0%	100.0%

**q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)?	Yes	8.2%	5.9%	7.8%
	No	91.8%	94.1%	92.2%
Total		100.0%	100.0%	100.0%

**q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q31 - Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)?	Yes	8.2%	5.4% 7.8%
	No	91.8%	94.6% 92.2%
Total		100.0%	100.0% 100.0%

**q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported?	Alaska or Hawaii	5.2%	3.5%	5.8% 4.6%
	Caribbean	.6%	.3%	.2% .3%
	CONUS - East Coast	48.9%	45.1%	48.5% 46.7%
	CONUS - West Coast	26.5%	29.3%	22.9% 26.4%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	4.6%	4.7%	8.6% 6.4%
	Europe (including the Mediterranean)	3.3%	3.8%	4.1% 3.9%
	Far East	5.9%	7.5%	4.4% 6.1%
	Middle East (including the African continent)	1.8%	2.3%	3.6% 2.9%
	South or Central America		.2%	.2% .2%
	Other	3.1%	3.4%	1.7% 2.6%
Total		100.0%	100.0%	100.0% 100.0%

**q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported?	Alaska or Hawaii	4.9%	3.2% 4.6%
	Caribbean	.2%	.5% .3%
	CONUS - East Coast	47.1%	44.9% 46.7%
	CONUS - West Coast	26.5%	25.7% 26.4%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	6.8%	4.4% 6.4%

**q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported? \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported?	Europe (including the Mediterranean)	3.9%	4.1%	3.9%
	Far East	5.1%	10.8%	6.1%
	Middle East (including the African continent)	2.8%	3.1%	2.9%
	South or Central America	.1%	.5%	.2%
	Other	2.6%	2.8%	2.6%
Total		100.0%	100.0%	100.0%

**q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q32 - What is the geographical location of your current assignment? If you are currently on deployment, where is your command homeported?	Alaska or Hawaii	4.7%	4.0%	4.6%
	Caribbean	.3%		.3%
	CONUS - East Coast	48.4%	37.0%	46.7%
	CONUS - West Coast	24.7%	36.5%	26.4%
	CONUS - Other (e.g., Millington, Great Lakes, etc.)	6.3%	7.2%	6.4%
	Europe (including the Mediterranean)	4.0%	3.4%	3.9%
	Far East	5.8%	7.5%	6.1%
	Middle East (including the African continent)	2.9%	2.7%	2.9%
	South or Central America	.2%		.2%
	Other	2.8%	1.8%	2.6%
Total		100.0%	100.0%	100.0%

**q33 - What is your community? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q33 - What is your community?	Surface	44.0%	20.9%	16.3%	19.5%
	Aviation	28.6%	34.6%	32.5%	33.5%
	Submarine	8.6%	5.1%	4.5%	4.9%
	Medical		14.1%	17.7%	15.3%

**q33 - What is your community? \* paygrp Crosstabulation**

% within paygrp

	q33 - What is your community?	paygrp			Total
		W2-W5	O1-O3	O4 and above	
	Other (e.g., Supply, Marine/expeditionary support, etc.)	18.9%	25.3%	29.1%	26.8%
Total		100.0%	100.0%	100.0%	100.0%

**q33 - What is your community? \* racegrp Crosstabulation**

% within racegrp

	q33 - What is your community?	racegrp		Total
		majority	minority	
	Surface	17.9%	27.9%	19.5%
	Aviation	35.5%	23.6%	33.5%
	Submarine	5.2%	3.8%	4.9%
	Medical	15.0%	16.4%	15.3%
	Other (e.g., Supply, Marine/expeditionary support, etc.)	26.4%	28.4%	26.8%
Total		100.0%	100.0%	100.0%

**q33 - What is your community? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q33 - What is your community?	q77 - What is your gender?		Total
		Male	Female	
	Surface	20.1%	16.3%	19.5%
	Aviation	36.5%	15.7%	33.5%
	Submarine	5.7%	.6%	4.9%
	Medical	12.1%	34.1%	15.3%
	Other (e.g., Supply, Marine/expeditionary support, etc.)	25.7%	33.3%	26.8%
Total		100.0%	100.0%	100.0%

**q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? \* paygrp Crosstabulation**

% within paygrp

	q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station?	paygrp			Total
		W2-W5	O1-O3	O4 and above	
	None	17.0%	17.1%	11.6%	14.6%
	1-49 days	29.9%	29.6%	47.3%	37.5%
	50-99 days	16.4%	15.9%	14.9%	15.5%
	100-149 days	10.5%	11.3%	8.3%	10.0%

**q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station?	150-199 days	10.8%	10.6%	7.3%
	200-249 days	8.7%	9.9%	5.6%
	250-299 days	4.2%	3.8%	2.8%
	300 or more days	2.5%	1.7%	2.1%
Total		100.0%	100.0%	100.0%

**q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station?	None	13.1%	22.2%
	1-49 days	38.4%	32.7%
	50-99 days	16.0%	12.9%
	100-149 days	10.1%	9.5%
	150-199 days	8.8%	11.2%
	200-249 days	8.1%	7.3%
	250-299 days	3.5%	2.7%
	300 or more days	2.0%	1.5%
Total		100.0%	100.0%

**q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q34 How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station?	None	13.1%	23.5%
	1-49 days	37.5%	37.1%
	50-99 days	16.1%	11.8%
	100-149 days	9.6%	12.3%
	150-199 days	9.6%	6.3%
	200-249 days	8.4%	5.6%
	250-299 days	3.6%	2.1%
	300 or more days	2.0%	1.3%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport) \*  
paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport)	Agree	66.9%	62.6%	78.5%
	Neither agree nor disagree	14.2%	13.4%	9.1%
	Disagree	18.9%	24.0%	12.4%
Total		100.0%	100.0%	100.0%

**q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport) \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport)	Agree	70.9%	64.4%
	Neither agree nor disagree	11.1%	13.8%
	Disagree	18.1%	21.8%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q35 I am satisfied with the amount of time I am able to spend at my permanent duty station (homeport)	Agree	68.8%	75.3%
	Neither agree nor disagree	11.7%	10.3%
	Disagree	19.4%	14.3%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on shore duty \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q35 I am satisfied with the amount of time I have spent on shore duty	Agree	58.3%	57.2%	80.6%
	Neither agree nor disagree	14.9%	23.9%	10.3%
	Disagree	26.8%	18.9%	9.0%
Total		100.0%	100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on shore duty \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q35 I am satisfied with the amount of time I have spent on shore duty	Agree	68.9%	61.3%
	Neither agree nor disagree	16.8%	21.3%
	Disagree	14.2%	17.4%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on shore duty \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q35 I am satisfied with the amount of time I have spent on shore duty	Agree	66.6%	73.8%
	Neither agree nor disagree	17.6%	17.7%
	Disagree	15.8%	8.5%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on sea duty \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q35 I am satisfied with the amount of time I have spent on sea duty	Agree	65.4%	58.4%	71.3%
	Neither agree nor disagree	16.0%	28.2%	18.5%
	Disagree	18.6%	13.5%	10.2%
Total		100.0%	100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on sea duty \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q35 I am satisfied with the amount of time I have spent on sea duty	Agree	65.7%	57.8%
	Neither agree nor disagree	22.9%	26.7%
	Disagree	11.5%	15.5%
Total		100.0%	100.0%

**q35 I am satisfied with the amount of time I have spent on sea duty \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q35 I am satisfied with the amount of time I have spent on sea duty	Agree	66.0%	54.2%	64.3%
	Neither agree nor disagree	22.0%	32.4%	23.5%
	Disagree	11.9%	13.4%	12.2%
Total		100.0%	100.0%	100.0%

**q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life?	Does not apply, I have not been away from my permanent duty	15.0%	12.2%	9.9%	11.3%
	Positive effect	32.1%	29.7%	40.5%	34.6%
	Neither positive nor negative effect	35.3%	33.2%	35.9%	34.4%
	Negative effect	17.6%	24.8%	13.7%	19.7%
Total		100.0%	100.0%	100.0%	100.0%

**q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life?	Does not apply, I have not been away from my permanent duty	10.5%	15.0%	11.3%
	Positive effect	34.8%	33.6%	34.6%
	Neither positive nor negative effect	34.7%	33.2%	34.4%
	Negative effect	19.9%	18.3%	19.7%
Total		100.0%	100.0%	100.0%

**q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q36 Effect of time you've spent away from your permanent duty station ...	Does not apply, I have not been away from my permanent duty	9.9%	19.6%	11.3%

**q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction with Navy life? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q36 Effect of time you've spent away from your permanent duty station during the past year on your overall satisfaction...	Positive effect	34.1%	37.9%	34.6%
	Neither positive nor negative effect	35.7%	27.0%	34.4%
	Negative effect	20.3%	15.6%	19.7%
Total		100.0%	100.0%	100.0%

**q37 My Navy career gets in the way of my ability to have or maintain a personal life \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q37 My Navy career gets in the way of my ability to have or maintain a personal life	Agree	29.1%	48.4%	36.6%	42.5%
	Neither agree nor disagree	24.9%	22.5%	20.7%	21.8%
	Disagree	46.0%	29.1%	42.8%	35.7%
Total		100.0%	100.0%	100.0%	100.0%

**q37 My Navy career gets in the way of my ability to have or maintain a personal life \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q37 My Navy career gets in the way of my ability to have or maintain a personal life	Agree	43.0%	40.4%	42.5%
	Neither agree nor disagree	21.6%	22.7%	21.8%
	Disagree	35.4%	37.0%	35.7%
Total		100.0%	100.0%	100.0%

**q37 My Navy career gets in the way of my ability to have or maintain a personal life \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q37 My Navy career gets in the way of my ability to have or maintain a personal life	Agree	42.5%	42.6%	42.5%
	Neither agree nor disagree	22.4%	18.4%	21.8%
	Disagree	35.1%	39.0%	35.7%
Total		100.0%	100.0%	100.0%

**q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life	Agree	62.1%	66.7%	58.3%	62.8%
	Neither agree nor disagree	17.9%	17.2%	18.0%	17.6%
	Disagree	20.0%	16.1%	23.7%	19.6%
Total		100.0%	100.0%	100.0%	100.0%

**q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life	Agree	63.2%	60.8%	62.8%
	Neither agree nor disagree	17.4%	18.8%	17.6%
	Disagree	19.4%	20.4%	19.6%
Total		100.0%	100.0%	100.0%

**q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q37 My Navy career causes a significant amount of separation from my family or other important people in my personal life	Agree	63.9%	56.6%	62.8%
	Neither agree nor disagree	17.7%	17.0%	17.6%
	Disagree	18.4%	26.4%	19.6%
Total		100.0%	100.0%	100.0%

**q37 I have difficulty juggling the demands of my personal life and my Navy career \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q37 I have difficulty juggling the demands of my personal life and my Navy career	Agree	20.3%	30.1%	31.3%	30.3%
	Neither agree nor disagree	25.4%	25.9%	21.5%	23.9%
	Disagree	54.3%	44.0%	47.2%	45.8%
Total		100.0%	100.0%	100.0%	100.0%

**q37 I have difficulty juggling the demands of my personal life and my Navy career \*  
racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q37 I have difficulty juggling the demands of my personal life and my Navy career	Agree	30.1%	31.5%
	Neither agree nor disagree	23.9%	24.1%
	Disagree	46.0%	44.4%
Total		100.0%	100.0%

**q37 I have difficulty juggling the demands of my personal life and my Navy career \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q37 I have difficulty juggling the demands of my personal life and my Navy career	Agree	29.9%	33.0%
	Neither agree nor disagree	24.1%	22.7%
	Disagree	46.0%	44.3%
Total		100.0%	100.0%

**q38 Is your immediate supervisor: \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q38 Is your immediate supervisor:	Navy	89.6%	88.6%	77.0%
	Other Military	2.8%	5.5%	10.6%
	Civilian	7.6%	5.9%	12.4%
Total		100.0%	100.0%	100.0%

**q38 Is your immediate supervisor: \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q38 Is your immediate supervisor:	Navy	83.4%	84.1%
	Other Military	8.0%	6.0%
	Civilian	8.6%	9.9%
Total		100.0%	100.0%

**q38 Is your immediate supervisor: \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q38 Is your immediate supervisor:	Navy	83.1%	83.5%
	Other Military	8.2%	7.7%
	Civilian	8.7%	8.8%
Total		100.0%	100.0%

**q39 My immediate supervisor has adequate training/expertise to do his/her job \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q39 My immediate supervisor has adequate training/expertise to do his/her job	Agree	83.3%	86.4%	92.0%
	Neither agree nor disagree	7.9%	6.2%	3.7%
	Disagree	8.8%	7.4%	4.3%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor has adequate training/expertise to do his/her job \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q39 My immediate supervisor has adequate training/expertise to do his/her job	Agree	89.8%	88.8%
	Neither agree nor disagree	4.2%	9.6%
	Disagree	5.9%	6.6%
Total		100.0%	100.0%

**q39 My immediate supervisor has adequate training/expertise to do his/her job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q39 My immediate supervisor has adequate training/expertise to do his/her job	Agree	89.6%	88.8%
	Neither agree nor disagree	5.0%	5.1%
	Disagree	5.4%	6.0%
Total		100.0%	100.0%

**q39 My immediate supervisor deals well with subordinates \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q39 My immediate supervisor deals well with subordinates	Agree	76.0%	76.4%	84.1%
	Neither agree nor disagree	11.9%	9.0%	8.1%
	Disagree	12.1%	14.6%	7.8%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor deals well with subordinates \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q39 My immediate supervisor deals well with subordinates	Agree	80.6%	75.6%
	Neither agree nor disagree	8.6%	9.1%
	Disagree	10.7%	15.4%
Total		100.0%	100.0%

**q39 My immediate supervisor deals well with subordinates \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q39 My immediate supervisor deals well with subordinates	Agree	80.9%	73.1%
	Neither agree nor disagree	9.1%	6.4%
	Disagree	10.0%	20.5%
Total		100.0%	100.0%

**q39 My immediate supervisor deals well with superiors in the chain of command \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q39 My immediate supervisor deals well with superiors in the chain of command	Agree	82.0%	75.4%	86.0%
	Neither agree nor disagree	10.2%	15.2%	9.5%
	Disagree	7.8%	9.4%	4.5%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor deals well with superiors in the chain of command \*  
racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q39 My immediate supervisor deals well with superiors in the chain of command	Agree	81.6%	73.8%
	Neither agree nor disagree	12.0%	14.9%
	Disagree	6.4%	11.3%
Total		100.0%	100.0%

**q39 My immediate supervisor deals well with superiors in the chain of command \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q39 My immediate supervisor deals well with superiors in the chain of command	Agree	81.1%	75.4%
	Neither agree nor disagree	12.1%	15.0%
	Disagree	6.8%	9.6%
Total		100.0%	100.0%

**q39 My immediate supervisor provides adequate support and guidance \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q39 My immediate supervisor provides adequate support and guidance	Agree	72.0%	70.0%	79.3%
	Neither agree nor disagree	16.3%	14.0%	10.9%
	Disagree	11.7%	16.0%	9.8%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor provides adequate support and guidance \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q39 My immediate supervisor provides adequate support and guidance	Agree	75.5%	68.0%
	Neither agree nor disagree	12.7%	12.8%
	Disagree	11.9%	19.2%
Total		100.0%	100.0%

**q39 My immediate supervisor provides adequate support and guidance \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q39 My immediate supervisor provides adequate support and guidance	Agree	75.4%	67.3%	74.2%
	Neither agree nor disagree	12.7%	12.6%	12.7%
	Disagree	11.9%	20.0%	13.1%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor is responsive to Sailor needs and concerns \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q39 My immediate supervisor is responsive to Sailor needs and concerns	Agree	79.9%	74.5%	83.9%	78.9%
	Neither agree nor disagree	12.0%	14.4%	10.6%	12.6%
	Disagree	8.1%	11.1%	5.5%	8.5%
Total		100.0%	100.0%	100.0%	100.0%

**q39 My immediate supervisor is responsive to Sailor needs and concerns \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q39 My immediate supervisor is responsive to Sailor needs and concerns	Agree	80.2%	72.3%	78.9%
	Neither agree nor disagree	11.7%	17.3%	12.6%
	Disagree	8.1%	10.4%	8.5%
Total		100.0%	100.0%	100.0%

**q39 My immediate supervisor is responsive to Sailor needs and concerns \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q39 My immediate supervisor is responsive to Sailor needs and concerns	Agree	79.8%	73.4%	78.9%
	Neither agree nor disagree	12.9%	11.0%	12.6%
	Disagree	7.3%	15.6%	8.5%
Total		100.0%	100.0%	100.0%

**q39 Overall, I am satisfied with my immediate supervisor \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q39 Overall, I am satisfied with my immediate supervisor	Agree	79.2%	75.8%	85.0%	80.0%
	Neither agree nor disagree	11.6%	10.6%	6.5%	8.8%
	Disagree	9.2%	13.6%	8.5%	11.2%
Total		100.0%	100.0%	100.0%	100.0%

**q39 Overall, I am satisfied with my immediate supervisor \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q39 Overall, I am satisfied with my immediate supervisor	Agree	80.7%	76.9%	80.0%
	Neither agree nor disagree	8.5%	10.2%	8.8%
	Disagree	10.8%	13.0%	11.2%
Total		100.0%	100.0%	100.0%

**q39 Overall, I am satisfied with my immediate supervisor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q39 Overall, I am satisfied with my immediate supervisor	Agree	81.4%	72.0%	80.0%
	Neither agree nor disagree	8.4%	11.2%	8.8%
	Disagree	10.2%	16.8%	11.2%
Total		100.0%	100.0%	100.0%

**q40 My command leadership has adequate training/expertise to do their job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q40 My command leadership has adequate training/expertise to do their job	Agree	87.4%	86.7%	88.3%	87.5%
	Neither agree nor disagree	6.9%	5.9%	5.4%	5.7%
	Disagree	4.7%	6.2%	2.6%	4.6%
	Don't know/ Not applicable	1.1%	1.2%	3.6%	2.3%
Total		100.0%	100.0%	100.0%	100.0%

**q40 My command leadership has adequate training/expertise to do their job \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q40 My command leadership has adequate training/expertise to do their job	Agree	88.4%	82.6%
	Neither agree nor disagree	5.1%	8.7%
	Disagree	4.3%	5.7%
	Don't know/ Not applicable	2.1%	3.0%
Total	100.0%	100.0%	100.0%

**q40 My command leadership has adequate training/expertise to do their job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q40 My command leadership has adequate training/expertise to do their job	Agree	88.6%	80.6%
	Neither agree nor disagree	5.3%	8.4%
	Disagree	4.0%	8.2%
	Don't know/ Not applicable	2.2%	2.8%
Total	100.0%	100.0%	100.0%

**q40 My command leadership deals well with subordinates \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q40 My command leadership deals well with subordinates	Agree	79.3%	73.6%	77.1%
	Neither agree nor disagree	9.6%	12.3%	12.3%
	Disagree	10.8%	12.0%	7.3%
	Don't know/ Not applicable	.4%	2.2%	3.3%
Total	100.0%	100.0%	100.0%	100.0%

**q40 My command leadership deals well with subordinates \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q40 My command leadership deals well with subordinates	Agree	76.7%	68.6%
	Neither agree nor disagree	11.8%	14.2%
			75.3% 12.2%

**q40 My command leadership deals well with subordinates \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 My command leadership deals well with subordinates	Disagree	9.0%	14.2%	9.8%
	Don't know/ Not applicable	2.5%	3.1%	2.6%
Total		100.0%	100.0%	100.0%

**q40 My command leadership deals well with subordinates \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command leadership deals well with subordinates	Agree	77.1%	64.5%	75.3%
	Neither agree nor disagree	11.7%	15.1%	12.2%
	Disagree	8.8%	16.2%	9.8%
	Don't know/ Not applicable	2.4%	4.2%	2.6%
Total		100.0%	100.0%	100.0%

**q40 My command leadership deals well with superiors in the chain of command \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q40 My command leadership deals well with superiors in the chain of command	Agree	81.2%	73.3%	79.5%	76.2%
	Neither agree nor disagree	10.9%	12.6%	12.1%	12.3%
	Disagree	4.6%	5.0%	2.5%	3.9%
	Don't know/ Not applicable	3.2%	9.1%	6.0%	7.6%
Total		100.0%	100.0%	100.0%	100.0%

**q40 My command leadership deals well with superiors in the chain of command \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 My command leadership deals well with superiors in the chain of command	Agree	77.6%	69.5%	76.2%
	Neither agree nor disagree	11.7%	15.5%	12.3%
	Disagree	3.3%	6.6%	3.9%

**q40 My command leadership deals well with superiors in the chain of command \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q40 My command leadership deals well ...	7.4%	8.4%	7.6%
Total	100.0%	100.0%	100.0%

**q40 My command leadership deals well with superiors in the chain of command \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q40 My command leadership deals well with superiors in the chain of command	Agree	78.0%	66.1%
	Neither agree nor disagree	11.3%	18.4%
	Disagree	3.6%	5.4%
	Don't know/ Not applicable	7.1%	10.1%
Total		100.0%	100.0%

**q40 My command leadership provides adequate support and guidance \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q40 My command leadership provides adequate support and guidance	Agree	75.2%	71.3%	71.9%
	Neither agree nor disagree	13.6%	14.0%	12.7%
	Disagree	10.8%	13.2%	12.0%
	Don't know/ Not applicable	.4%	1.5%	3.4%
Total		100.0%	100.0%	100.0%

**q40 My command leadership provides adequate support and guidance \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q40 My command leadership provides adequate support and guidance	Agree	72.7%	66.5%
	Neither agree nor disagree	12.9%	15.9%
	Disagree	12.1%	14.9%

**q40 My command leadership provides adequate support and guidance \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q40 My command leadership provides ...	Don't know/ Not applicable	2.2% 2.7%	2.3%
Total		100.0% 100.0%	100.0%

**q40 My command leadership provides adequate support and guidance \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q40 My command leadership provides adequate support and guidance	Agree	72.9%	64.5% 71.7%
	Neither agree nor disagree	13.4%	13.4% 13.4%
	Disagree	11.5%	19.0% 12.6%
	Don't know/ Not applicable	2.2%	3.2% 2.3%
Total		100.0%	100.0% 100.0%

**q40 My command leadership is responsive to Sailor needs and concerns \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q40 My command leadership is responsive to Sailor needs and concerns	Agree	80.7%	74.2%	74.9% 74.7%
	Neither agree nor disagree	11.3%	12.8%	13.1% 12.8%
	Disagree	7.6%	10.3%	7.1% 8.8%
	Don't know/ Not applicable	.4%	2.8%	5.0% 3.7%
Total		100.0%	100.0%	100.0% 100.0%

**q40 My command leadership is responsive to Sailor needs and concerns \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q40 My command leadership is responsive to Sailor needs and concerns	Agree	75.5%	70.7% 74.7%
	Neither agree nor disagree	12.8%	13.2% 12.9%
	Disagree	8.4%	10.9% 8.8%

**q40 My command leadership is responsive to Sailor needs and concerns \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q40 My command leadership is responsive to Sailor needs and concerns	3.3%	5.2%	3.7%
Total	100.0%	100.0%	100.0%

**q40 My command leadership is responsive to Sailor needs and concerns \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command leadership is responsive to Sailor needs and concerns	Agree	75.7%	68.3%	74.7%
	Neither agree nor disagree	13.1%	11.6%	12.8%
	Disagree	7.7%	15.6%	8.8%
	Don't know/ Not applicable	3.5%	4.5%	3.7%
Total		100.0%	100.0%	100.0%

**q40 Overall, I am satisfied with my command leadership \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q40 Overall, I am satisfied with my command leadership	Agree	80.7%	75.9%	77.8%	76.9%
	Neither agree nor disagree	9.6%	10.4%	9.7%	10.0%
	Disagree	9.3%	12.7%	9.9%	11.4%
	Don't know/ Not applicable	.4%	1.0%	2.6%	1.7%
Total		100.0%	100.0%	100.0%	100.0%

**q40 Overall, I am satisfied with my command leadership \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 Overall, I am satisfied with my command leadership	Agree	78.2%	70.5%	76.9%
	Neither agree nor disagree	9.6%	12.1%	10.0%
	Disagree	10.6%	15.3%	11.4%
	Don't know/ Not applicable	1.6%	2.2%	1.7%
Total		100.0%	100.0%	100.0%

**q40 Overall, I am satisfied with my command leadership \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 Overall, I am satisfied with my command leadership	Agree	78.2%	69.2%	76.9%
	Neither agree nor disagree	9.9%	11.0%	10.0%
	Disagree	10.0%	19.2%	11.4%
	Don't know/ Not applicable	1.9%	.6%	1.7%
Total		100.0%	100.0%	100.0%

**q40 My command leadership is trained to effectively help me develop and meet \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q40 My command leadership is trained to effectively help me develop and meet	Agree	64.6%	63.8%	60.9%	62.5%
	Neither agree nor disagree	19.1%	17.9%	16.8%	17.4%
	Disagree	12.3%	15.8%	15.9%	15.7%
	Don't know/ Not applicable	4.1%	2.5%	6.4%	4.3%
Total		100.0%	100.0%	100.0%	100.0%

**q40 My command leadership is trained to effectively help me develop and meet \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 My command leadership is trained to effectively help me develop and meet	Agree	63.8%	56.4%	62.5%
	Neither agree nor disagree	17.1%	18.9%	17.4%
	Disagree	15.0%	19.3%	15.7%
	Don't know/ Not applicable	4.0%	5.5%	4.3%
Total		100.0%	100.0%	100.0%

**q40 My command leadership is trained to effectively help me develop and meet \* q77  
- What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command ...	Agree	63.9%	54.2%	62.5%

**q40 My command leadership is trained to effectively help me develop and meet \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command leadership is trained to effectively help me develop and meet	Neither agree nor disagree	17.0%	20.0%	17.4%
	Disagree	14.8%	21.2%	15.7%
	Don't know/ Not applicable	4.2%	4.7%	4.3%
Total		100.0%	100.0%	100.0%

**q40 My command enlisted leadership is trained to effectively help me develop \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q40 My command enlisted leadership is trained to effectively help me develop	Agree	35.0%	38.2%	36.7%	37.5%
	Neither agree nor disagree	20.1%	19.5%	15.1%	17.6%
	Disagree	8.7%	7.0%	5.2%	6.3%
Total	Don't know/ Not applicable	36.3%	35.2%	42.9%	38.7%
		100.0%	100.0%	100.0%	100.0%

**q40 My command enlisted leadership is trained to effectively help me develop \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q40 My command enlisted leadership is trained to effectively help me develop	Agree	38.5%	32.3%	37.5%
	Neither agree nor disagree	16.7%	21.9%	17.6%
	Disagree	5.9%	8.0%	6.3%
Total	Don't know/ Not applicable	38.9%	37.7%	38.7%
		100.0%	100.0%	100.0%

**q40 My command enlisted leadership is trained to effectively help me develop \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command enlisted leadership is trained to effectively hel...	Agree	38.2%	32.8%	37.5%
	Neither agree nor disagree	17.5%	18.4%	17.6%

**q40 My command enlisted leadership is trained to effectively help me develop \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q40 My command enlisted leadership is trained to effectively help me develop	Disagree	5.5%	10.8%	6.3%
	Don't know/ Not applicable	38.8%	38.0%	38.7%
Total		100.0%	100.0%	100.0%

**q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years?	Yes	11.8%	13.4%	17.3%	15.1%
	No	88.2%	86.6%	82.7%	84.9%
Total		100.0%	100.0%	100.0%	100.0%

**q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years?	Yes	15.1%	15.2%	15.1%
	No	84.9%	84.8%	84.9%
Total		100.0%	100.0%	100.0%

**q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q41 - Have you attended a Navy Leadership Training Continuum Course in the past two years?	Yes	15.8%	10.8%	15.1%
	No	84.2%	89.2%	84.9%
Total		100.0%	100.0%	100.0%

q42 -

**LEADERSHIP (Continued)**  
**The most recent Leadership Training Continuum course I attended: \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q42 -	Was of great value in helping me become a better leader/mana	14.9%	22.3%	27.1%	24.6%
LEADERSHIP (Continued)	Was of some value in helping me become a better leader/manag	55.9%	55.7%	57.5%	56.6%
The most recent Leadership Training Continuum course I attended:	Was of little/no value in helping me become a better leader/	29.2%	22.0%	15.4%	18.8%
Total		100.0%	100.0%	100.0%	100.0%

q42 -

**LEADERSHIP (Continued)**  
**The most recent Leadership Training Continuum course I attended: \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q42 -	Was of great value in helping me become a better leader/mana	23.8%	28.7%	24.6%
LEADERSHIP (Continued)	Was of some value in helping me become a better leader/manag	56.5%	57.1%	56.6%
The most recent Leadership Training Continuum course I attended:	Was of little/no value in helping me become a better leader/	19.8%	14.3%	18.8%
Total		100.0%	100.0%	100.0%

q42 -

**LEADERSHIP (Continued)**

The most recent Leadership Training Continuum course I attended: \* q77 - What is your gender? Crosstabulation

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q42 - LEADERSHIP (Continued)	Was of great value in helping me become a better leader/mana	23.4%	34.0%	24.6%
	Was of some value in helping me become a better leader/manag	56.9%	53.8%	56.6%
	Was of little/no value in helping me become a better leader/	19.7%	12.2%	18.8%
Total		100.0%	100.0%	100.0%

q43 Navy clearly communicates its personnel goals and strategies for the future. \* paygrp Crosstabulation

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q43 Navy clearly communicates its personnel goals and strategies for the future.	Agree	68.6%	49.2%	54.7%	52.3%
	Neither agree nor disagree	16.0%	25.8%	23.9%	24.6%
	Disagree	15.5%	25.0%	21.4%	23.1%
Total		100.0%	100.0%	100.0%	100.0%

q43 Navy clearly communicates its personnel goals and strategies for the future. \* racegrp Crosstabulation

% within racegrp

		racegrp		Total
		majority	minority	
q43 Navy clearly communicates its personnel goals and strategies for the future.	Agree	52.5%	50.9%	52.3%
	Neither agree nor disagree	24.6%	24.7%	24.6%
	Disagree	22.9%	24.4%	23.1%
Total		100.0%	100.0%	100.0%

**q43 Navy clearly communicates its personnel goals and strategies for the future. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q43 Navy clearly communicates its personnel goals and strategies for the future.	Agree	53.7%	43.9%	52.3%
	Neither agree nor disagree	24.0%	28.1%	24.6%
	Disagree	22.3%	28.0%	23.1%
Total		100.0%	100.0%	100.0%

**q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers. \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers.	Agree	67.5%	55.6%	58.0%	57.0%
	Neither agree nor disagree	18.3%	27.1%	24.6%	25.7%
	Disagree	14.2%	17.3%	17.3%	17.2%
Total		100.0%	100.0%	100.0%	100.0%

**q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers. \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers.	Agree	56.6%	59.3%	57.0%
	Neither agree nor disagree	27.1%	19.0%	25.7%
	Disagree	16.3%	21.7%	17.2%
Total		100.0%	100.0%	100.0%

**q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q43 Navy sr. leadership keeps Sailors informed about changes that will affect their careers.	Agree	57.3%	55.5%	57.0%
	Neither agree nor disagree	25.0%	30.0%	25.7%
	Disagree	17.7%	14.5%	17.2%
Total		100.0%	100.0%	100.0%

**q43 Leadership at this command communicates a positive attitude about the Navy. \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q43 Leadership at this command communicates a positive attitude about the Navy.	Agree	85.7%	80.0%	83.6%	81.7%
	Neither agree nor disagree	11.0%	13.1%	12.4%	12.8%
	Disagree	3.3%	6.9%	4.0%	5.5%
Total		100.0%	100.0%	100.0%	100.0%

**q43 Leadership at this command communicates a positive attitude about the Navy. \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q43 Leadership at this command communicates a positive attitude about the Navy.	Agree	82.9%	75.9%	81.7%
	Neither agree nor disagree	12.1%	16.1%	12.8%
	Disagree	5.0%	8.0%	5.5%
Total		100.0%	100.0%	100.0%

**q43 Leadership at this command communicates a positive attitude about the Navy. \* q77 -  
What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q43 Leadership at this command communicates a positive attitude about the Navy.	Agree	82.7%	76.0%	81.7%
	Neither agree nor disagree	12.4%	14.8%	12.8%
	Disagree	4.9%	9.2%	5.5%
Total		100.0%	100.0%	100.0%

**q43 Command leadership informs me of Navy policies that may affect my career. \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q43 Command leadership informs me of Navy policies that may affect my career.	Agree	69.8%	67.8%	69.2%	68.5%
	Neither agree nor disagree	20.0%	20.6%	19.7%	20.2%
	Disagree	10.1%	11.6%	11.1%	11.3%
Total		100.0%	100.0%	100.0%	100.0%

**q43 Command leadership informs me of Navy policies that may affect my career. \***  
**racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q43 Command leadership informs me of Navy policies that may affect my career.	Agree	69.7%	62.9%
	Neither agree nor disagree	19.4%	23.9%
	Disagree	10.9%	13.3%
Total		100.0%	100.0%

**q43 Command leadership informs me of Navy policies that may affect my career. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q43 Command leadership informs me of Navy policies that may affect my career.	Agree	69.4%	63.5%
	Neither agree nor disagree	19.8%	22.2%
	Disagree	10.8%	14.3%
Total		100.0%	100.0%

**q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me. \***  
**paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me.	Agree	33.5%	47.6%	42.7%
	Neither agree nor disagree	25.7%	13.8%	17.2%
	Disagree	40.8%	38.6%	40.1%
Total		100.0%	100.0%	100.0%

**q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me. \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me.	Agree	45.1%	44.1%
	Neither agree nor disagree	16.4%	12.3%
	Disagree	38.5%	43.5%
Total		100.0%	100.0%

**q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q43 Someone in Chain of Command has talked to me about new carer initiatives that may affect me.	Agree	44.9%	45.5%
	Neither agree nor disagree	15.7%	15.9%
	Disagree	39.5%	38.6%
Total		100.0%	100.0%

**q43 I've heard rumors about new policies, which make me worry about my career. \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q43 I've heard rumors about new policies, which make me worry about my career.	Agree	25.6%	44.9%	34.0%
	Neither agree nor disagree	33.2%	22.9%	26.1%
	Disagree	41.2%	32.2%	40.0%
Total		100.0%	100.0%	100.0%

**q43 I've heard rumors about new policies, which make me worry about my career. \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q43 I've heard rumors about new policies, which make me worry about my career.	Agree	38.8%	42.7%
	Neither agree nor disagree	25.5%	20.4%
	Disagree	35.7%	36.9%
Total		100.0%	100.0%

**q43 I've heard rumors about new policies, which make me worry about my career. \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q43 I've heard rumors about new policies, which make me worry about my career.	Agree	40.4%	33.7%
	Neither agree nor disagree	24.2%	27.2%
	Disagree	35.4%	39.2%
Total		100.0%	100.0%

**q44 I feel positive about my future Navy career \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q44 I feel positive about my future Navy career	Agree	73.3%	60.5%	61.7%
	Neither agree nor disagree	14.4%	18.5%	17.8%
	Disagree	12.4%	21.0%	20.5%
Total		100.0%	100.0%	100.0%

**q44 I feel positive about my future Navy career \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q44 I feel positive about my future Navy career	Agree	61.6%	60.2%
	Neither agree nor disagree	18.1%	17.7%
	Disagree	20.2%	22.0%
Total		100.0%	100.0%

**q44 I feel positive about my future Navy career \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q44 I feel positive about my future Navy career	Agree	62.0%	58.2%
	Neither agree nor disagree	17.8%	19.4%
	Disagree	20.2%	22.4%
Total		100.0%	100.0%

**q44 The Navy is doing all it can to protect my job security \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q44 The Navy is doing all it can to protect my job security	Agree	59.6%	53.1%	50.4%
	Neither agree nor disagree	23.5%	29.1%	26.6%
	Disagree	16.9%	17.8%	23.0%
Total		100.0%	100.0%	100.0%

**q44 The Navy is doing all it can to protect my job security \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q44 The Navy is doing all it can to protect my job security	Agree	52.9%	47.9%	52.1%
	Neither agree nor disagree	26.9%	32.7%	27.8%
	Disagree	20.2%	19.4%	20.1%
Total		100.0%	100.0%	100.0%

**q44 The Navy is doing all it can to protect my job security \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q44 The Navy is doing all it can to protect my job security	Agree	52.8%	47.6%	52.1%
	Neither agree nor disagree	27.4%	30.3%	27.8%
	Disagree	19.7%	22.1%	20.1%
Total		100.0%	100.0%	100.0%

**q44 My future in the Navy appears secure as long as I do a good job \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q44 My future in the Navy appears secure as long as I do a good job	Agree	74.4%	73.8%	69.8%	72.1%
	Neither agree nor disagree	14.2%	12.6%	13.0%	12.8%
	Disagree	11.4%	13.5%	17.2%	15.1%
Total		100.0%	100.0%	100.0%	100.0%

**q44 My future in the Navy appears secure as long as I do a good job \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q44 My future in the Navy appears secure as long as I do a good job	Agree	72.8%	68.2%	72.1%
	Neither agree nor disagree	12.2%	15.8%	12.8%
	Disagree	14.9%	15.9%	15.1%
Total		100.0%	100.0%	100.0%

**q44 My future in the Navy appears secure as long as I do a good job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q44 My future in the Navy appears secure as long as I do a good job	Agree	72.5%	69.6%	72.1%
	Neither agree nor disagree	12.5%	14.7%	12.8%
	Disagree	15.0%	15.8%	15.1%
Total		100.0%	100.0%	100.0%

**q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy	Agree	27.4%	28.1%	23.5%	26.0%
	Neither agree nor disagree	23.9%	23.2%	24.5%	23.8%
	Disagree	48.7%	48.7%	52.0%	50.1%
Total		100.0%	100.0%	100.0%	100.0%

**q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy	Agree	24.5%	33.5%	26.0%
	Neither agree nor disagree	23.9%	23.5%	23.8%
	Disagree	51.6%	43.0%	50.1%
Total		100.0%	100.0%	100.0%

**q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy  
\* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q44 I would be willing to change my rate/designator, if it was the only way I could stay in the Navy	Agree	26.3%	24.5%	26.0%
	Neither agree nor disagree	24.2%	21.6%	23.8%
	Disagree	49.5%	53.9%	50.1%
Total		100.0%	100.0%	100.0%

**q44 I am concerned that some of my fellow Sailors may soon lose their jobs \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q44 I am concerned that some of my fellow Sailors may soon lose their jobs	Agree	32.0%	21.1%	26.8%
	Neither agree nor disagree	28.5%	33.4%	34.1%
	Disagree	39.4%	45.5%	39.0%
Total		100.0%	100.0%	100.0%

**q44 I am concerned that some of my fellow Sailors may soon lose their jobs \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q44 I am concerned that some of my fellow Sailors may soon lose their jobs	Agree	22.3%	24.0%
	Neither agree nor disagree	34.2%	33.6%
	Disagree	43.5%	42.4%
Total		100.0%	100.0%

**q44 I am concerned that some of my fellow Sailors may soon lose their jobs \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q44 I am concerned that some of my fellow Sailors may soon lose their jobs	Agree	24.3%	24.0%
	Neither agree nor disagree	32.8%	33.6%
	Disagree	42.9%	42.4%
Total		100.0%	100.0%

**q44 I am concerned that future policy changes will hurt my job \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q44 I am concerned that future policy changes will hurt my job	Agree	31.3%	33.7%	34.5%
	Neither agree nor disagree	30.4%	32.7%	32.0%
	Disagree	38.3%	33.6%	33.6%
Total		100.0%	100.0%	100.0%

**q44 I am concerned that future policy changes will hurt my job \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q44 I am concerned that future policy changes will hurt my job	Agree	33.5%	34.0%
	Neither agree nor disagree	31.9%	32.3%
	Disagree	34.6%	33.8%
Total		100.0%	100.0%

**q44 I am concerned that future policy changes will hurt my job \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q44 I am concerned that future policy changes will hurt my job	Agree	34.3%	32.2%
	Neither agree nor disagree	32.2%	32.7%
	Disagree	33.5%	35.1%
Total		100.0%	100.0%

**q45 The Navy's personnel policies seem fair to me \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q45 The Navy's personnel policies seem fair to me	Agree	69.2%	57.4%	65.9%
	Neither agree nor disagree	17.6%	23.8%	16.1%
	Disagree	13.2%	18.8%	17.9%
Total		100.0%	100.0%	100.0%

**q45 The Navy's personnel policies seem fair to me \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q45 The Navy's personnel policies seem fair to me	Agree	62.8%	61.6%
	Neither agree nor disagree	20.2%	20.2%
	Disagree	17.0%	18.2%
Total		100.0%	100.0%

**q45 The Navy's personnel policies seem fair to me \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q45 The Navy's personnel policies seem fair to me	Agree	63.2%	52.0%	61.6%
	Neither agree nor disagree	19.5%	24.6%	20.2%
	Disagree	17.3%	23.4%	18.2%
Total		100.0%	100.0%	100.0%

**q45 The Navy's policies are retaining the best quality Sailors in the Fleet \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q45 The Navy's policies are retaining the best quality Sailors in the Fleet	Agree	46.7%	29.6%	38.9%	34.2%
	Neither agree nor disagree	21.6%	23.8%	25.4%	24.4%
	Disagree	31.8%	46.6%	35.7%	41.3%
Total		100.0%	100.0%	100.0%	100.0%

**q45 The Navy's policies are retaining the best quality Sailors in the Fleet \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q45 The Navy's policies are retaining the best quality Sailors in the Fleet	Agree	34.7%	31.7%	34.2%
	Neither agree nor disagree	24.2%	25.5%	24.4%
	Disagree	41.0%	42.8%	41.3%
Total		100.0%	100.0%	100.0%

**q45 The Navy's policies are retaining the best quality Sailors in the Fleet \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q45 The Navy's policies are retaining the best quality Sailors in the Fleet	Agree	35.0%	29.9%	34.2%
	Neither agree nor disagree	24.8%	22.5%	24.4%
	Disagree	40.3%	47.6%	41.3%
Total		100.0%	100.0%	100.0%

**q45 I trust the Navy to look out for my best interests \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q45 I trust the Navy to look out for my best interests	Agree	43.3%	25.3%	27.3%	26.7%
	Neither agree nor disagree	27.8%	30.4%	27.2%	28.9%
	Disagree	29.0%	44.2%	45.5%	44.4%
Total		100.0%	100.0%	100.0%	100.0%

**q45 I trust the Navy to look out for my best interests \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q45 I trust the Navy to look out for my best interests	Agree	27.4%	23.6%	26.7%
	Neither agree nor disagree	28.6%	30.7%	28.9%
	Disagree	44.1%	45.7%	44.3%
Total		100.0%	100.0%	100.0%

**q45 I trust the Navy to look out for my best interests \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q45 I trust the Navy to look out for my best interests	Agree	27.7%	20.7%	26.7%
	Neither agree nor disagree	28.6%	31.0%	28.9%
	Disagree	43.7%	48.3%	44.3%
Total		100.0%	100.0%	100.0%

**q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently	Agree	47.4%	36.8%	42.0%	39.4%
	Neither agree nor disagree	27.3%	32.5%	29.6%	31.1%
	Disagree	25.3%	30.7%	28.3%	29.5%
Total		100.0%	100.0%	100.0%	100.0%

**q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently	Agree	40.7%	33.1% 39.4%
	Neither agree nor disagree	31.1%	30.8% 31.1%
	Disagree	28.2%	36.1% 29.5%
Total		100.0%	100.0% 100.0%

**q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q45 I am confident that policies that affect the size of the Navy will be administered fairly and consistently	Agree	40.5%	33.3% 39.4%
	Neither agree nor disagree	30.1%	36.5% 31.1%
	Disagree	29.4%	30.2% 29.5%
Total		100.0%	100.0% 100.0%

**q46 If asked today, I would encourage others to join the Navy \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q46 If asked today, I would encourage others to join the Navy	Agree	81.1%	66.9%	71.9% 69.6%
	Neither agree nor disagree	11.3%	19.1%	16.8% 17.8%
	Disagree	7.7%	14.0%	11.4% 12.6%
Total		100.0%	100.0%	100.0% 100.0%

**q46 If asked today, I would encourage others to join the Navy \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q46 If asked today, I would encourage others to join the Navy	Agree	69.8%	68.6% 69.6%
	Neither agree nor disagree	17.9%	17.4% 17.8%
	Disagree	12.4%	14.1% 12.6%
Total		100.0%	100.0% 100.0%

**q46 If asked today, I would encourage others to join the Navy \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q46 If asked today, I would encourage others to join the Navy	Agree	70.8%	62.2%	69.6%
	Neither agree nor disagree	17.4%	20.2%	17.8%
	Disagree	11.8%	17.5%	12.6%
Total		100.0%	100.0%	100.0%

**q46 I talk about the Navy to my friends as a good organization \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q46 I talk about the Navy to my friends as a good organization	Agree	85.7%	77.2%	78.4%	78.0%
	Neither agree nor disagree	11.8%	13.7%	15.1%	14.3%
	Disagree	2.6%	9.1%	6.5%	7.7%
Total		100.0%	100.0%	100.0%	100.0%

**q46 I talk about the Navy to my friends as a good organization \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q46 I talk about the Navy to my friends as a good organization	Agree	78.7%	74.5%	78.0%
	Neither agree nor disagree	14.1%	15.3%	14.3%
	Disagree	7.2%	10.2%	7.7%
Total		100.0%	100.0%	100.0%

**q46 I talk about the Navy to my friends as a good organization \* q77 - What is your gender?  
Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q46 I talk about the Navy to my friends as a good organization	Agree	78.5%	75.3%	78.0%
	Neither agree nor disagree	14.1%	15.3%	14.3%
	Disagree	7.4%	9.4%	7.7%
Total		100.0%	100.0%	100.0%

**q46 I would recommend the Navy as a good place to work \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q46 I would recommend the Navy as a good place to work	Agree	80.8%	69.0%	76.2%
	Neither agree nor disagree	14.1%	20.0%	16.6%
	Disagree	5.1%	11.0%	7.2%
Total		100.0%	100.0%	100.0%

**q46 I would recommend the Navy as a good place to work \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q46 I would recommend the Navy as a good place to work	Agree	73.3%	69.2%
	Neither agree nor disagree	17.9%	20.2%
	Disagree	8.8%	10.6%
Total		100.0%	100.0%

**q46 I would recommend the Navy as a good place to work \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q46 I would recommend the Navy as a good place to work	Agree	73.1%	69.7%
	Neither agree nor disagree	18.2%	19.0%
	Disagree	8.7%	11.4%
Total		100.0%	100.0%

**q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos	Agree	64.1%	57.8%	65.7%
	Neither agree nor disagree	15.5%	15.9%	13.3%
	Disagree	20.4%	26.3%	21.0%
Total		100.0%	100.0%	100.0%

**q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos	Agree	62.5%	56.7%
	Neither agree nor disagree	14.1%	18.0%
	Disagree	23.4%	25.3%
Total		100.0%	100.0%

**q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q46 I would consider wearing civilian clothing with Navy/Squadron/Ship logos	Agree	62.4%	56.1%
	Neither agree nor disagree	14.6%	15.3%
	Disagree	22.9%	28.6%
Total		100.0%	100.0%

**q46 Information I hear about the Navy from non-Navy sources is usually positive \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q46 Information I hear about the Navy from non-Navy sources is usually positive	Agree	70.4%	64.9%	70.0%
	Neither agree nor disagree	20.4%	25.5%	21.7%
	Disagree	9.2%	9.6%	8.3%
Total		100.0%	100.0%	100.0%

**q46 Information I hear about the Navy from non-Navy sources is usually positive \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q46 Information I hear about the Navy from non-Navy sources is usually positive	Agree	68.6%	60.9%
	Neither agree nor disagree	23.1%	26.5%
	Disagree	8.3%	12.5%
Total		100.0%	100.0%

**q46 Information I hear about the Navy from non-Navy sources is usually positive \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q46 Information I hear about the Navy from non-Navy sources is usually positive	Agree	67.8%	64.2%
	Neither agree nor disagree	23.5%	24.7%
	Disagree	8.7%	11.1%
Total		100.0%	100.0%

**q46 Comments I hear about the Navy from my fellow Sailors are usually positive \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q46 Comments I hear about the Navy from my fellow Sailors are usually positive	Agree	60.9%	42.0%	58.4%
	Neither agree nor disagree	23.5%	29.3%	27.7%
	Disagree	15.5%	28.7%	13.9%
Total		100.0%	100.0%	100.0%

**q46 Comments I hear about the Navy from my fellow Sailors are usually positive \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q46 Comments I hear about the Navy from my fellow Sailors are usually positive	Agree	50.6%	46.1%
	Neither agree nor disagree	28.5%	27.8%
	Disagree	20.9%	26.0%
Total		100.0%	100.0%

**q46 Comments I hear about the Navy from my fellow Sailors are usually positive \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q46 Comments I hear about the Navy from my fellow Sailors are usually positive	Agree	50.6%	45.8%
	Neither agree nor disagree	29.1%	24.3%
	Disagree	20.3%	29.9%
Total		100.0%	100.0%

**q46 The Navy of tomorrow will be better than the Navy of today \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q46 The Navy of tomorrow will be better than the Navy of today	Agree	35.5%	36.6%	40.8%	38.5%
	Neither agree nor disagree	41.2%	44.1%	39.9%	42.1%
	Disagree	23.3%	19.3%	19.3%	19.4%
Total		100.0%	100.0%	100.0%	100.0%

**q46 The Navy of tomorrow will be better than the Navy of today \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q46 The Navy of tomorrow will be better than the Navy of today	Agree	38.2%	39.8%	38.5%
	Neither agree nor disagree	42.4%	40.9%	42.1%
	Disagree	19.4%	19.3%	19.4%
Total		100.0%	100.0%	100.0%

**q46 The Navy of tomorrow will be better than the Navy of today \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q46 The Navy of tomorrow will be better than the Navy of today	Agree	39.7%	30.8%	38.5%
	Neither agree nor disagree	41.1%	48.2%	42.1%
	Disagree	19.1%	21.0%	19.4%
Total		100.0%	100.0%	100.0%

**q47 How would you rate Navy tone? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q47 How would you rate Navy tone?	High	47.5%	34.0%	41.5%	37.7%
	Medium	42.5%	51.2%	46.9%	49.0%
	Low	10.0%	14.8%	11.6%	13.3%
Total		100.0%	100.0%	100.0%	100.0%

**q47 How would you rate Navy tone? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q47 How would you rate Navy tone?	High	37.3%	37.7%
	Medium	49.9%	49.0%
	Low	12.8%	13.3%
Total		100.0%	100.0%

**q47 How would you rate Navy tone? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q47 How would you rate Navy tone?	High	38.4%	37.7%
	Medium	49.0%	49.0%
	Low	12.6%	13.3%
Total		100.0%	100.0%

**q47 Current command's tone? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q47 Current command's tone?	High	55.7%	44.1%	53.2%
	Medium	32.1%	36.7%	34.4%
	Low	12.3%	19.2%	12.4%
Total		100.0%	100.0%	100.0%

**q47 Current command's tone? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q47 Current command's tone?	High	50.2%	48.5%
	Medium	35.2%	35.5%
	Low	14.6%	16.0%
Total		100.0%	100.0%

**q47 Current command's tone? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q47 Current command's tone?	High	50.0%	48.5%
	Medium	35.3%	35.5%

**q47 Current command's tone? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q47 Current command'...	Low	14.6%	24.0%	16.0%
Total		100.0%	100.0%	100.0%

**q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy? \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		W2-W5	O1-O3	O4 and above	
q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy?	Yes		44.0%	3.2%	24.6%
	No	100.0%	56.0%	96.8%	75.4%
Total		100.0%	100.0%	100.0%	100.0%

**q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy? \* racegrp Crosstabulation**

% within racegrp

	racegrp			Total
		majority	minority	
q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy?	Yes	25.6%	19.5%	24.6%
	No	74.4%	80.5%	75.4%
Total		100.0%	100.0%	100.0%

**q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?			Total
		Male	Female	
q50 - Are you in your first enlistment, initial obligation, or first term of service in the Navy?	Yes	22.5%	36.9%	24.6%
	No	77.5%	63.1%	75.4%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs \* paygrp Crosstabulation**

% within paygrp

	paygrp				Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: ...	Likely to stay	26.2%	31.4%	27.9%	29.7%
	No effect	60.1%	61.4%	59.9%	60.7%

**q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: ...	Likely to leave	2.1%	2.6%	2.4%	2.5%
	Does not apply	11.6%	4.6%	9.9%	7.2%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs	Likely to stay	28.3%	36.5%	29.7%
	No effect	61.6%	56.2%	60.7%
	Likely to leave	2.5%	2.3%	2.5%
	Does not apply	7.6%	5.0%	7.2%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Access to Navy training programs	Likely to stay	29.4%	31.4%	29.7%
	No effect	61.0%	58.4%	60.7%
	Likely to leave	2.6%	1.7%	2.5%
	Does not apply	6.9%	8.4%	7.2%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs	Likely to stay	47.8%	66.4%	44.1%	55.9%
	No effect	38.0%	26.2%	41.5%	33.4%
	Likely to leave	5.1%	3.6%	3.5%	3.6%
	Does not apply	9.2%	3.8%	11.0%	7.1%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs	Likely to stay	54.8%	61.3%	55.9%
	No effect	33.5%	32.9%	33.4%
	Likely to leave	3.9%	1.9%	3.6%
	Does not apply	7.8%	3.8%	7.1%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Access to college or graduate education programs	Likely to stay	56.7%	50.9%	55.9%
	No effect	32.5%	38.5%	33.4%
	Likely to leave	3.9%	1.7%	3.6%
	Does not apply	6.8%	8.9%	7.1%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment	Likely to stay	67.3%	72.6%	68.8%	70.8%
	No effect	15.5%	14.0%	15.2%	14.6%
	Likely to leave	8.9%	11.5%	10.4%	10.9%
	Does not apply	8.3%	1.9%	5.6%	3.7%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment	Likely to stay	69.7%	76.4%	70.8%
	No effect	14.5%	15.2%	14.6%
	Likely to leave	12.0%	5.5%	10.9%
	Does not apply	3.9%	3.0%	3.7%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment \* q77**  
**- What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Location of next duty assignment	Likely to stay	70.3%	73.4%
	No effect	14.6%	14.1%
	Likely to leave	11.1%	9.7%
	Does not apply	3.9%	2.7%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment \* paygrp**  
**Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment	Likely to stay	64.8%	73.2%	71.8%
	No effect	18.9%	12.4%	13.2%
	Likely to leave	8.2%	12.2%	9.6%
	Does not apply	8.1%	2.2%	5.4%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment \* racegrp**  
**Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment	Likely to stay	71.7%	75.5%
	No effect	12.7%	14.4%
	Likely to leave	11.7%	7.2%
	Does not apply	4.0%	3.0%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment \* q77 -**  
**What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Type of next duty assignment	Likely to stay	72.3%	72.3%
	No effect	13.1%	12.2%
	Likely to leave	10.8%	11.5%
	Does not apply	3.8%	4.0%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job	Likely to stay	76.7%	80.1%	81.6%	80.7%
	No effect	12.3%	8.1%	7.9%	8.1%
	Likely to leave	6.2%	10.9%	7.4%	9.2%
	Does not apply	4.9%	.9%	3.1%	2.0%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job	Likely to stay	80.8%	80.3%	80.7%
	No effect	7.6%	11.0%	8.2%
	Likely to leave	9.6%	7.2%	9.2%
	Does not apply	2.1%	1.5%	2.0%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job \* q77 -  
What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Enjoyment of your Navy job	Likely to stay	80.5%	82.0%	80.7%
	No effect	8.1%	8.2%	8.2%
	Likely to leave	9.4%	7.8%	9.2%
	Does not apply	2.0%	2.0%	2.0%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential	Likely to stay	70.7%	72.3%	63.1%	68.1%
	No effect	17.7%	20.3%	19.8%	20.0%
	Likely to leave	4.6%	6.5%	12.2%	9.0%
	Does not apply	7.0%	.8%	4.9%	2.8%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential \*  
racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential	Likely to stay	68.1%	68.5%	68.1%
	No effect	19.4%	23.2%	20.0%
	Likely to leave	9.8%	5.2%	9.0%
	Does not apply	2.8%	3.2%	2.8%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential \*  
q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Advancement/promotion potential	Likely to stay	69.1%	62.2%	68.1%
	No effect	18.3%	30.4%	20.0%
	Likely to leave	9.8%	4.3%	9.0%
	Does not apply	2.8%	3.1%	2.8%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities \* paygrp  
Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities	Likely to stay	18.4%	16.7%	18.6%	17.6%
	No effect	43.0%	36.5%	38.6%	37.6%
	Likely to leave	32.9%	44.7%	39.3%	41.9%
	Does not apply	5.7%	2.1%	3.6%	2.9%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities \*  
racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities	Likely to stay	16.2%	24.2%	17.6%
	No effect	38.2%	34.5%	37.6%
	Likely to leave	42.9%	37.0%	41.9%
	Does not apply	2.6%	4.3%	2.9%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities \* q77**  
**- What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Current civilian job opportunities	Likely to stay	17.2%	17.6%
	No effect	37.6%	37.6%
	Likely to leave	42.3%	41.9%
	Does not apply	2.8%	2.9%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy \* paygrp**  
**Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy	Likely to stay	29.0%	20.2%	20.6%
	No effect	48.1%	60.1%	59.9%
	Likely to leave	16.8%	16.4%	15.1%
	Does not apply	6.2%	3.3%	4.5%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy \***  
**racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy	Likely to stay	19.4%	26.4%
	No effect	60.9%	53.7%
	Likely to leave	16.1%	14.6%
	Does not apply	3.6%	5.4%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy \* q77 -**  
**What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Manpower needs of the Navy	Likely to stay	19.8%	20.6%
	No effect	60.4%	59.6%
	Likely to leave	16.0%	15.9%
	Does not apply	3.7%	3.9%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military \*  
paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military	Likely to stay	25.2%	25.3%	27.3%	26.2%
	No effect	65.7%	68.0%	65.9%	67.0%
	Likely to leave	2.1%	3.6%	3.0%	3.3%
	Does not apply	7.0%	3.1%	3.9%	3.6%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military	Likely to stay	26.6%	24.0%	26.2%
	No effect	67.0%	66.9%	67.0%
	Likely to leave	3.2%	3.6%	3.3%
	Does not apply	3.2%	5.5%	3.6%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: General public's attitudes toward the military	Likely to stay	27.3%	19.8%	26.2%
	No effect	66.0%	72.6%	67.0%
	Likely to leave	3.1%	4.1%	3.3%
	Does not apply	3.6%	3.5%	3.6%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.) \*  
paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.)	Likely to stay	70.6%	63.3%	64.5%	64.0%
	No effect	14.1%	19.6%	19.9%	19.6%
	Likely to leave	10.5%	16.8%	13.4%	15.1%
	Does not apply	4.8%	.3%	2.2%	1.3%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.)	Likely to stay	63.9%	64.6%	64.0%
	No effect	18.8%	23.5%	19.6%
	Likely to leave	16.0%	10.7%	15.1%
	Does not apply	1.3%	1.1%	1.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Military pay (e.g., basic pay, allowances, etc.)	Likely to stay	63.6%	66.8%	64.0%
	No effect	19.8%	18.4%	19.6%
	Likely to leave	15.4%	13.5%	15.1%
	Does not apply	1.3%	1.4%	1.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.)	Likely to stay	50.5%	53.3%	45.7%	49.9%
	No effect	31.2%	29.2%	33.2%	31.1%
	Likely to leave	6.9%	11.2%	9.0%	10.1%
	Does not apply	11.4%	6.2%	12.0%	8.9%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.)	Likely to stay	50.7%	46.0%	49.9%
	No effect	29.8%	37.3%	31.1%
	Likely to leave	10.4%	8.5%	10.1%
	Does not apply	9.1%	8.3%	8.9%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Special pays (e.g., flight, submarine, medical, sea, etc.)	Likely to stay	50.4%	46.9%
	No effect	30.9%	32.0%
	Likely to leave	10.3%	8.7%
	Does not apply	8.4%	12.4%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus	Likely to stay	25.7%	49.4%	30.8%
	No effect	39.2%	33.2%	37.7%
	Likely to leave	5.9%	5.5%	5.5%
	Does not apply	29.2%	11.8%	26.1%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus	Likely to stay	40.6%	39.7%
	No effect	34.6%	39.4%
	Likely to leave	5.9%	3.3%
	Does not apply	18.9%	17.6%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: SRB or continuation bonus	Likely to stay	41.3%	35.4%
	No effect	34.6%	40.1%
	Likely to leave	5.5%	5.5%
	Does not apply	18.6%	19.0%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Retirement benefits \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Retirement benefits	Likely to stay	78.2%	84.6%	81.4%
	No effect	11.4%	12.2%	9.9%
	Likely to leave	6.4%	2.5%	6.1%
	Does not apply	4.1%	.8%	2.5%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Retirement benefits \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q51 Impact likelihood to stay or leave the Navy: Retirement benefits	Likely to stay	83.8%	78.8%
	No effect	10.5%	14.6%
	Likely to leave	4.1%	4.9%
	Does not apply	1.6%	1.8%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Retirement benefits \* q77 - What is  
your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Retirement benefits	Likely to stay	83.7%	78.9%
	No effect	10.4%	15.6%
	Likely to leave	4.4%	3.2%
	Does not apply	1.5%	2.2%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military healthcare \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Military healthcare	Likely to stay	71.1%	78.1%	73.7%
	No effect	17.2%	15.5%	16.6%
	Likely to leave	8.1%	6.1%	7.3%
	Does not apply	3.6%	.3%	2.4%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military healthcare \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Military healthcare	Likely to stay	76.2%	74.8%	75.9%
	No effect	15.5%	18.6%	16.0%
	Likely to leave	6.9%	5.7%	6.7%
	Does not apply	1.4%	1.0%	1.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military healthcare \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Military healthcare	Likely to stay	74.8%	82.7%	75.9%
	No effect	16.9%	11.1%	16.0%
	Likely to leave	7.0%	4.9%	6.7%
	Does not apply	1.3%	1.3%	1.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.)	Likely to stay	37.1%	37.3%	33.2%	35.5%
	No effect	52.8%	56.3%	56.2%	56.2%
	Likely to leave	3.2%	3.3%	4.7%	3.9%
	Does not apply	7.0%	3.1%	5.9%	4.5%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.)	Likely to stay	33.4%	45.7%	35.5%
	No effect	58.0%	47.3%	56.2%
	Likely to leave	3.9%	3.7%	3.9%
	Does not apply	4.7%	3.3%	4.5%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Military family support services (e.g., Fleet and Family Support Center, etc.)	Likely to stay	35.9%	32.7%
	No effect	55.5%	60.1%
	Likely to leave	4.3%	1.7%
	Does not apply	4.3%	5.5%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military housing access and quality \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Military housing access and quality	Likely to stay	26.3%	24.7%	20.6%
	No effect	53.1%	57.2%	59.7%
	Likely to leave	6.6%	12.1%	10.6%
	Does not apply	14.0%	6.0%	9.1%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military housing access and quality \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q51 Impact likelihood to stay or leave the Navy: Military housing access and quality	Likely to stay	21.9%	27.6%
	No effect	59.0%	54.2%
	Likely to leave	11.4%	10.6%
	Does not apply	7.6%	7.5%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military housing access and quality \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q51 Impact likelihood to stay or leave the Navy: Military housing access and quality	Likely to stay	23.2%	21.4%
	No effect	57.4%	63.2%
	Likely to leave	12.1%	6.4%
	Does not apply	7.4%	8.9%
Total		100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.)	Likely to stay	44.2%	47.6%	44.7%	46.2%
	No effect	46.5%	48.2%	47.2%	47.7%
	Likely to leave	2.5%	2.6%	3.6%	3.0%
	Does not apply	6.8%	1.5%	4.5%	3.0%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.)	Likely to stay	46.0%	47.3%	46.2%
	No effect	47.8%	47.5%	47.7%
	Likely to leave	2.9%	3.5%	3.0%
	Does not apply	3.3%	1.6%	3.0%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Military recreation and activity facilities (e.g., MWR, gyms, etc.)	Likely to stay	46.8%	43.0%	46.2%
	No effect	47.0%	52.0%	47.7%
	Likely to leave	3.3%	1.1%	3.0%
	Does not apply	2.9%	3.9%	3.0%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs)	Likely to stay	60.8%	50.4%	53.5%	52.1%
	No effect	22.5%	27.8%	27.3%	27.4%
	Likely to leave	9.9%	16.0%	14.5%	15.2%
	Does not apply	6.8%	5.8%	4.7%	5.3%
Total		100.0%	100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs)	Likely to stay	51.3%	56.0%	52.1%
	No effect	27.7%	26.1%	27.4%
	Likely to leave	15.7%	12.3%	15.2%
	Does not apply	5.3%	5.7%	5.3%
Total		100.0%	100.0%	100.0%

**q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q51 Impact likelihood to stay or leave the Navy: Family's needs (educational or health needs)	Likely to stay	54.5%	37.7%	52.1%
	No effect	26.3%	33.9%	27.4%
	Likely to leave	15.2%	14.6%	15.2%
	Does not apply	3.9%	13.7%	5.3%
Total		100.0%	100.0%	100.0%

**q52 Will you be making a formal decision about continuing your Navy career within the next 12 months? \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q52 Will you be making a formal decision about continuing your Navy career within the next 12 months?	Yes	59.2%	41.0%	46.0%	43.8%
	No	40.8%	59.0%	54.0%	56.2%
Total		100.0%	100.0%	100.0%	100.0%

**q52 Will you be making a formal decision about continuing your Navy career within the next 12 months? \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q52 Will you be making a formal decision about continuing your Navy career within the next 12 months?	Yes	44.7%	39.5%	43.8%
	No	55.3%	60.5%	56.2%
Total		100.0%	100.0%	100.0%

**q52 Will you be making a formal decision about continuing your Navy career within the next 12 months? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q52 Will you be making a formal decision about continuing your Navy career within the next 12 months?	Yes	43.8%	43.8%
	No	56.2%	56.2%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other)	Likely to stay	52.8%	37.9%	45.7%
	No effect	14.2%	9.8%	13.0%
	Likely to leave	23.8%	32.2%	31.5%
	Does not apply	9.2%	20.1%	9.7%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other) \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other)	Likely to stay	41.3%	44.7%
	No effect	11.2%	12.4%
	Likely to leave	33.2%	24.1%
	Does not apply	14.4%	18.8%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q53 Impact likelihood to stay or leave the Navy: Spouse (or significant other)	Likely to stay	43.9%	29.5%
	No effect	11.1%	12.9%
	Likely to leave	32.4%	27.3%
	Does not apply	12.6%	30.3%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Your children \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q53 Impact likelihood to stay or leave the Navy: Your children	Likely to stay	33.6%	20.4%	29.1%
	No effect	29.9%	10.7%	19.9%
	Likely to leave	24.2%	26.2%	32.1%
	Does not apply	12.3%	42.7%	18.8%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Your children \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q53 Impact likelihood to stay or leave the Navy: Your children	Likely to stay	23.1%	32.8%
	No effect	15.4%	15.3%
	Likely to leave	29.9%	23.1%
	Does not apply	31.6%	28.8%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Your children \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q53 Impact likelihood to stay or leave the Navy: Your children	Likely to stay	26.2%	15.5%
	No effect	16.5%	8.7%
	Likely to leave	30.3%	19.6%
	Does not apply	26.9%	56.1%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Parents or other relatives \* paygrp  
Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q53 Impact likelihood to stay or leave the Navy: Parents or other relatives	Likely to stay	16.4%	22.4%	24.7%
	No effect	60.2%	58.5%	58.3%
	Likely to leave	10.7%	15.0%	9.2%
	Does not apply	12.7%	4.1%	7.8%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Parents or other relatives \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q53 Impact likelihood to stay or leave the Navy: Parents or other relatives	Likely to stay	23.5%	21.8%	23.2%
	No effect	59.3%	54.7%	58.5%
	Likely to leave	11.4%	16.5%	12.3%
	Does not apply	5.8%	7.0%	6.0%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Parents or other relatives \* q77 -  
What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q53 Impact likelihood to stay or leave the Navy: Parents or other relatives	Likely to stay	22.9%	25.2%	23.2%
	No effect	60.6%	45.8%	58.5%
	Likely to leave	10.7%	21.5%	12.3%
	Does not apply	5.8%	7.5%	6.0%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Civilian friends \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q53 Impact likelihood to stay or leave the Navy: Civilian friends	Likely to stay	10.1%	10.4%	10.2%	10.3%
	No effect	70.3%	67.9%	72.1%	69.9%
	Likely to leave	6.5%	18.1%	10.6%	14.4%
	Does not apply	13.1%	3.6%	7.1%	5.5%
Total		100.0%	100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Civilian friends \* racegrp  
Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q53 Impact likelihood to stay or leave the Navy: Civilian friends	Likely to stay	10.6%	8.8%	10.3%
	No effect	70.6%	66.1%	69.9%
	Likely to leave	13.4%	19.3%	14.4%
	Does not apply	5.4%	5.7%	5.5%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Civilian friends \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q53 Impact likelihood to stay or leave the Navy: Civilian friends	Likely to stay	10.4%	9.9%
	No effect	70.4%	66.6%
	Likely to leave	14.1%	16.2%
	Does not apply	5.2%	7.3%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.)	Likely to stay	31.6%	43.9%	46.2%
	No effect	56.2%	41.3%	44.2%
	Likely to leave	4.4%	12.9%	5.2%
	Does not apply	7.8%	1.9%	4.4%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.) \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.)	Likely to stay	46.2%	36.3%
	No effect	42.0%	47.9%
	Likely to leave	8.7%	11.7%
	Does not apply	3.0%	4.2%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q53 Impact likelihood to stay or leave the Navy: Military peers (i.e., friends, co-workers, etc.)	Likely to stay	44.7%	43.8%
	No effect	43.5%	40.0%
	Likely to leave	8.9%	11.0%
	Does not apply	2.9%	5.3%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Immediate supervisor \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q53 Impact likelihood to stay or leave the Navy: Immediate supervisor	Likely to stay	24.7%	36.5%	43.6%
	No effect	57.3%	47.9%	43.1%
	Likely to leave	10.0%	13.6%	9.7%
	Does not apply	8.0%	2.0%	3.5%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Immediate supervisor \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q53 Impact likelihood to stay or leave the Navy: Immediate supervisor	Likely to stay	40.5%	33.3%
	No effect	45.0%	51.3%
	Likely to leave	11.7%	12.1%
	Does not apply	2.8%	3.4%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Immediate supervisor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q53 Impact likelihood to stay or leave the Navy: Immediate supervisor	Likely to stay	39.1%	40.9%
	No effect	46.6%	42.8%
	Likely to leave	11.4%	13.7%
	Does not apply	2.9%	2.6%
Total		100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB) \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB)	Likely to stay	32.3%	42.9%	42.0%
	No effect	50.5%	40.3%	41.4%
	Likely to leave	9.7%	15.0%	11.8%
	Does not apply	7.5%	1.9%	4.7%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB)	Likely to stay	42.8%	39.4%	42.2%
	No effect	40.9%	41.7%	41.1%
	Likely to leave	13.2%	14.6%	13.4%
	Does not apply	3.1%	4.2%	3.3%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q53 Impact likelihood to stay or leave the Navy: Command leadership (CO, XO, OIC, CMC/COB)	Likely to stay	42.4%	40.8%	42.2%
	No effect	41.3%	39.6%	41.1%
	Likely to leave	12.9%	16.5%	13.4%
	Does not apply	3.3%	3.2%	3.3%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Public perception \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q53 Impact likelihood to stay or leave the Navy: Public perception	Likely to stay	16.4%	20.3%	20.6%	20.3%
	No effect	72.3%	73.2%	72.1%	72.7%
	Likely to leave	1.8%	3.8%	2.9%	3.3%
	Does not apply	9.5%	2.7%	4.4%	3.7%
Total		100.0%	100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Public perception \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q53 Impact likelihood to stay or leave the Navy: Public perception	Likely to stay	21.7%	13.4%	20.3%
	No effect	71.7%	77.5%	72.7%
	Likely to leave	3.0%	5.0%	3.3%
	Does not apply	3.6%	4.1%	3.7%
Total		100.0%	100.0%	100.0%

**q53 Impact likelihood to stay or leave the Navy: Public perception \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q53 Impact likelihood to stay or leave the Navy: Public perception	Likely to stay	20.8%	17.8%
	No effect	71.8%	77.5%
	Likely to leave	3.6%	2.0%
	Does not apply	3.8%	2.7%
Total		100.0%	100.0%

**q54 I plan to serve out my current term of service or obligation \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q54 I plan to serve out my current term of service or obligation	Agree	96.4%	95.1%	96.0%
	Neither agree nor disagree	3.1%	3.7%	3.0%
	Disagree	.4%	1.2%	.9%
Total		100.0%	100.0%	100.0%

**q54 I plan to serve out my current term of service or obligation \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q54 I plan to serve out my current term of service or obligation	Agree	95.9%	94.1%
	Neither agree nor disagree	3.1%	4.9%
	Disagree	1.1%	1.0%
Total		100.0%	100.0%

**q54 I plan to serve out my current term of service or obligation \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q54 I plan to serve out my current term of service or obligation	Agree	95.9%	93.9%
	Neither agree nor disagree	3.1%	4.9%
	Disagree	1.0%	1.2%
Total		100.0%	100.0%

**q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point \*  
paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point	Agree	57.9%	50.5%	57.6%	53.9%
	Neither agree nor disagree	22.9%	24.9%	22.1%	23.6%
	Disagree	19.2%	24.6%	20.3%	22.5%
Total		100.0%	100.0%	100.0%	100.0%

**q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point	Agree	52.6%	60.2%	53.9%
	Neither agree nor disagree	23.8%	22.5%	23.6%
	Disagree	23.6%	17.3%	22.5%
Total		100.0%	100.0%	100.0%

**q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q54 I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy at my next decision point	Agree	55.3%	45.1%	53.9%
	Neither agree nor disagree	23.6%	23.3%	23.6%
	Disagree	21.0%	31.6%	22.5%
Total		100.0%	100.0%	100.0%

**q54 I plan to stay in the Navy for a full career (20 or more years) if possible \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q54 I plan to stay in the Navy for a full career (20 or more years) if possible	Agree	88.7%	50.7%	89.0%	68.8%
	Neither agree nor disagree	10.4%	26.3%	8.1%	17.8%
	Disagree	.9%	23.1%	2.9%	13.5%
Total		100.0%	100.0%	100.0%	100.0%

**q54 I plan to stay in the Navy for a full career (20 or more years) if possible \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q54 I plan to stay in the Navy for a full career (20 or more years) if possible	Agree	69.4%	65.9%
	Neither agree nor disagree	17.0%	21.3%
	Disagree	13.6%	12.8%
Total		100.0%	100.0%

**q54 I plan to stay in the Navy for a full career (20 or more years) if possible \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q54 I plan to stay in the Navy for a full career (20 or more years) if possible	Agree	70.9%	56.2%
	Neither agree nor disagree	17.6%	18.5%
	Disagree	11.5%	25.4%
Total		100.0%	100.0%

**q55 Are you aware of career opportunities in the Navy Reserve? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q55 Are you aware of career opportunities in the Navy Reserve?	Yes	68.4%	68.8%	75.9%
	No	24.2%	19.3%	19.0%
	Not sure	7.4%	11.9%	5.1%
Total		100.0%	100.0%	100.0%

**q55 Are you aware of career opportunities in the Navy Reserve? \* racegrp  
Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q55 Are you aware of career opportunities in the Navy Reserve?	Yes	72.2%	70.5%
	No	18.6%	22.7%
	Not sure	9.1%	6.8%
Total		100.0%	100.0%

**q55 Are you aware of career opportunities in the Navy Reserve? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q55 Are you aware of career opportunities in the Navy Reserve?	Yes	71.8%	72.0%
	No	19.9%	19.3%
	Not sure	8.3%	8.7%
Total		100.0%	100.0%

**q56 Are you eligible to join the Navy Reserve? \* paygrp Crosstabulation**

% within paygrp

	paygrp			Total
	W2-W5	O1-O3	O4 and above	
q56 Are you eligible to join the Navy Reserve?	Yes	14.2%	50.1%	34.2%
	No	56.0%	14.1%	38.5%
	Don't know	29.8%	35.8%	27.3%
Total		100.0%	100.0%	100.0%

**q56 Are you eligible to join the Navy Reserve? \* racegrp Crosstabulation**

% within racegrp

	racegrp		Total
	majority	minority	
q56 Are you eligible to join the Navy Reserve?	Yes	41.4%	42.0%
	No	26.6%	26.2%
	Don't know	32.1%	31.8%
Total		100.0%	100.0%

**q56 Are you eligible to join the Navy Reserve? \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

	q77 - What is your gender?		Total
	Male	Female	
q56 Are you eligible to join the Navy Reserve?	Yes	41.4%	42.0%
	No	27.0%	26.2%
	Don't know	31.6%	31.8%
Total		100.0%	100.0%

### \$inforesv Frequencies

		Responses		Percent of Cases
		N	Percent	
Receive Info on Navy Reserve <sup>a</sup>	q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve	15354	19.4%	34.8%
	q57 Receive info on Navy Reserve: CO	3846	4.9%	8.7%
	q57 Receive info on Navy Reserve: Chain of Command	6205	7.8%	14.1%
	q57 Receive info on Navy Reserve: Navy Career Counselor	2597	3.3%	5.9%
	q57 Receive info on Navy Reserve: TAP Brief/CARIT team member	3114	3.9%	7.1%
	q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR)	335	.4%	.8%
	q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter	3352	4.2%	7.6%
	q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites	6476	8.2%	14.7%
	q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.navy.mil web sites	4190	5.3%	9.5%
	q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.)	5835	7.4%	13.2%
	q57 Receive info on Navy Reserve: Television	2862	3.6%	6.5%
	q57 Receive info on Navy Reserve: Radio	1058	1.3%	2.4%
	q57 Receive info on Navy Reserve: A Reservist	11334	14.3%	25.7%
	q57 Receive info on Navy Reserve: Friends	8812	11.1%	20.0%
	q57 Receive info on Navy Reserve: Other	3841	4.8%	8.7%
Total		79211	100.0%	179.8%

a. Dichotomy group tabulated at value 1.

**q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve	Unchecked	55.2%	68.6%	67.4%	67.7%
	Checked	44.8%	31.4%	32.6%	32.3%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve	Unchecked	68.7%	62.7%	67.7%
	Checked	31.3%	37.3%	32.3%
Total		100.0%	100.0%	100.0%

**q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive Info on Navy Reserve: Not applicable, I have not received information about the Navy Reserve	Unchecked	67.7%	67.7%	67.7%
	Checked	32.3%	32.3%	32.3%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: CO \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive info on Navy Reserve: CO	Unchecked	98.1%	92.3%	91.1%	91.9%
	Checked	1.9%	7.7%	8.9%	8.1%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: CO \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: CO	Unchecked	91.7%	93.1%	91.9%
	Checked	8.3%	6.9%	8.1%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: CO \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: CO	Unchecked	91.4%	94.8%	91.9%
	Checked	8.6%	5.2%	8.1%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Chain of Command \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive info on Navy Reserve: Chain of Command	Unchecked	93.9%	86.9%	86.5%	86.9%
	Checked	6.1%	13.1%	13.5%	13.1%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Chain of Command \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Chain of Command	Unchecked	86.2%	90.7%	86.9%
	Checked	13.8%	9.3%	13.1%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Chain of Command \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Chain of Command	Unchecked	86.5%	89.3%	86.9%
	Checked	13.5%	10.7%	13.1%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Navy Career Counselor \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive info on Navy Reserve: Navy Career Counselor	Unchecked	88.9%	95.9%	93.3%	94.5%
	Checked	11.1%	4.1%	6.7%	5.5%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Navy Career Counselor \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Navy Career Counselor	Unchecked	94.1%	96.4%	94.5%
	Checked	5.9%	3.6%	5.5%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Navy Career Counselor \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Navy Career Counselor	Unchecked	94.3%	95.7%	94.5%
	Checked	5.7%	4.3%	5.5%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: TAP Brief/CARIT team member \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive info on Navy Reserve: TAP Brief/CARIT team member	Unchecked	88.9%	95.1%	91.8%	93.4%
	Checked	11.1%	4.9%	8.2%	6.6%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: TAP Brief/CARIT team member \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: TAP Brief/CARIT team member	Unchecked	93.3%	94.1%	93.4%
	Checked	6.7%	5.9%	6.6%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: TAP Brief/CARIT team member \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: TAP Brief/CARIT team member	Unchecked	93.8%	91.6%	93.4%
	Checked	6.2%	8.4%	6.6%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR)	Unchecked	98.7%	99.5%	99.1%	99.3%
	Checked	1.3%	.5%	.9%	.7%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR) \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR)	Unchecked	99.3%	99.5%	99.3%
	Checked	.7%	.5%	.7%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR) \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Fleet Concentration Area Recruiter (FCAR)	Unchecked	99.3%	99.3%	99.3%
	Checked	.7%	.7%	.7%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: The TPU \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive info on Navy Reserve: The TPU	Unchecked	99.8%	99.8%	99.6%	99.7%
	Checked	.2%	.2%	.4%	.3%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: The TPU \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: The TPU	Unchecked	99.7%	100.0%	99.7%
	Checked	.3%		.3%

  

Total		100.0%	100.0%	100.0%
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**q57 Receive info on Navy Reserve: The TPU \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: The TPU	Unchecked	99.8%	99.4%	99.7%
	Checked	.2%	.6%	.3%

  

Total		100.0%	100.0%	100.0%
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**q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter	Unchecked	94.8%	91.4%	94.7%	92.9%
	Checked	5.2%	8.6%	5.3%	7.1%

  

Total		100.0%	100.0%	100.0%	100.0%
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**q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter	Unchecked	92.7%	94.2%	92.9%
	Checked	7.3%	5.8%	7.1%

  

Total		100.0%	100.0%	100.0%
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**q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Navy Reserve Program Recruiter	Unchecked	92.7%	94.5%	92.9%
	Checked	7.3%	5.5%	7.1%

  

Total		100.0%	100.0%	100.0%
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**q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites \*  
paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites	Unchecked	84.1%	87.6%	85.0%	86.4%
	Checked	15.9%	12.4%	15.0%	13.6%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites	Unchecked	86.9%	83.7%	86.4%
	Checked	13.1%	16.3%	13.6%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Stay Navy or NPC Channels or npc.navy.mil web sites	Unchecked	85.9%	89.0%	86.4%
	Checked	14.1%	11.0%	13.6%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.navy.mil web sites \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.navy.mil web sites	Unchecked	89.8%	91.7%	90.7%	91.2%
	Checked	10.2%	8.3%	9.3%	8.8%
Total		100.0%	100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.  
navy.mil web sites \* racegrp Crosstabulation**

% within racegrp

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.navy.mil web sites	Unchecked	91.0%	91.8%	91.2%
	Checked	9.0%	8.2%	8.8%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.  
navy.mil web sites \* q77 - What is your gender? Crosstabulation**

% within q77 - What is your gender?

		q77 - What is your gender?		Total
		Male	Female	
q57 Receive info on Navy Reserve: Web sites other than Stay Navy/NPC Channels/npc.navy.mil web sites	Unchecked	90.8%	93.5%	91.2%
	Checked	9.2%	6.5%	8.8%
Total		100.0%	100.0%	100.0%

**q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.) \* paygrp Crosstabulation**

% within paygrp

		paygrp			Total
		W2-W5	O1-O3	O4 and above	
q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.)	Unchecked	87.0%	89.7%	85.4%	87.7%
	Checked	13.0%	10.3%	14.6%	12.3%
Total		100.0%	100.0%	100.0%	100.0%

		racegrp		Total
		majority	minority	
q57 Receive info on Navy Reserve: Print media (Navy Times, Navy Reserve Information pamphlets, etc.)	Unchecked	87.6%	88.1%	87.7%
	Checked	12.4%	11.9%	12.3%
Total		100.0%	100.0%	100.0%

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